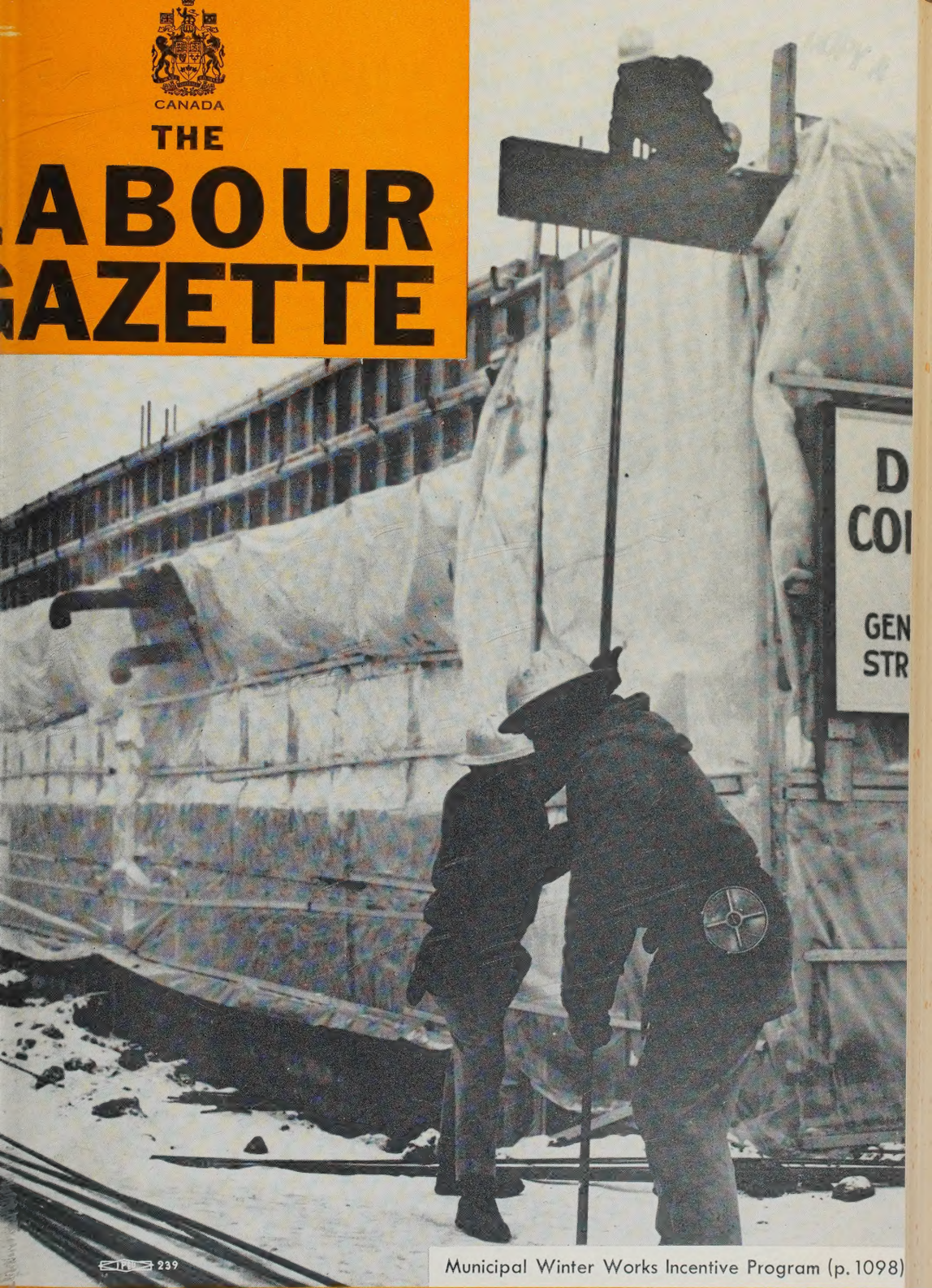
CANADA

THE LABOUR GAZETTE



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(Continued on page three of cover)

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Municipal Winter Works Incentive Program

Federal Government again offers incentive to municipalities to undertake public works projects as means of stimulating winter employment. Two weeks before program was due to begin 231 local authorities had submitted 416 applications

By September 7, all provinces had accepted the federal Government's offer to continue the Municipal Winter Works Incentive Program during the coming winter on substantially the same basis as last year.

And by September 28, two weeks before the opening date for the program, 416 applications had been received from 231 local authorities; 396 applications had been accepted.

Under last winter's program, 8,269 projects were accepted from 2,747 municipalities, including Indian bands and unorganized settlements. The program provided jobs on site for an estimated 148,000 men for more than 5,800,000 man-days of work. At least as many obtained off-site employment as a result of the program (L.G., July, p. 772).

To Stimulate Winter Employment

The Municipal Winter Works Incentive Program is a federal-provincial-municipal scheme to stimulate winter employment. It is designed to encourage municipalities and communities to create additional employment during the winter months through the carrying-out of needed public works that would not be undertaken in the absence of the program.

The bulk of those employed under the program must be unemployed at the time they are hired or persons who would be unemployed in the absence of special winter works projects under the program

The facilities of the National Employment Service, where available, will be used in hiring workers to be employed on accepted projects. NES local offices are told of projects to be undertaken in their areas, and the offices will co-operate with municipalities and their contractors in the recruitment of workers.

This year one of the conditions is that Canadian materials be used wherever possible, in order to assure that maximum employment results in Canada from the program.

This will be the fifth consecutive winter for the program. Again this year, the program will be in effect for 6½ months, from October 15, 1962 to April 30, 1963.

Under the program, the federal Government offers to pay half the direct payroll costs, during the period the program is effective, of a municipality, or its contractors or subcontractors, on approved projects. Many provinces add further incentives.

Municipalities wishing to take advantage of the incentive payments are required to complete applications covering proposed winter works projects and submit them to the provincial Government. Applications that are approved by the provincial Government are forwarded to the Department of Labour, Ottawa, for federal approval.

Projects That May Qualify

Projects that may qualify for approval include any capital undertaking except work on schools and school grounds, hospitals and hospital grounds, subway transportation systems, and municipally owned buildings to be used for industrial or business purposes under private auspices.

For example, construction of a skating rink for use by the general public would be acceptable, but construction of a building for use by a service club would not.

Reliance will be placed on the provincial Government to ensure that going wage rates will apply and reasonable hours of work prevail on winter works projects. NES offices have been instructed to observe hiring arrangements that may exist where municipalities or contractors have a collective agreement providing for the hiring of union workers through the union.

Preference will be given to projects providing the greatest amount of employment, and priority will be given to projects in areas where winter unemployment is particularly high.

Applications Accepted

The 396 applications accepted up to September 28 this year were for projects with an estimated total cost of $52,592,000, of which the cost during the 6½-month period the program is in effect is an estimated $32,423,000.

The estimated direct payroll cost of the projects so far approved is $14,269,000, of which the payroll costs during the period of the program is an estimated $9,310,000 and the federal share is an estimated $4,595,000.

The estimated number of men to be hired during the period of the program for work on the accepted projects is 10,212. The estimated number of man-days of work to be provided is 586,681.

50 Years Ago This Month

28th annual convention of Trades and Labour Congress of Canada, in September 1912, repeats request for repeal of Industrial Disputes Investigation Act, hears proposal that president be paid $150 monthly; secretary-treasurer, $100

The 28th annual convention of the Trades and Labour Congress of Canada was held in Guelph, Ont., on September 9 to 14, 1912. The LABOUR GAZETTE for October of that year published a lengthy report of the proceedings.

Among those who took part in the opening proceedings were Hon. T. W. Crothers, K.C., Dominion Minister of Labour.

Executive Committee Report

The report of the executive committee dealt with the following:

—The committee re-affirmed the action of the previous year's convention in asking for the repeal of the Industrial Disputes Investigation Act.

—On the subject of war, the committee said that the workers of Canada had no quarrel with those of Germany or any other country, and had nothing to gain by a commercial war. The only result of a war between Germany and Great Britain would be the degradation of the toilers, the committee believed.

—Regarding an interview with the Dominion Government in January, the committee said that among the subjects discussed were: opposition to the introduction of the wives of Sikhs into British Columbia, the prosecution of the Toronto Carpet Company for alleged misrepresentations in bringing workers from Great Britain, and the Grand Trunk Pacific strike. (This was a strike of 300 machinists and boilermakers in Western Canada over hours of labour, wages and working conditions. It began on October 10, 1911, and was still going on at the time of the convention. It was not settled until December 13, 1913).

—The committee referred to the defeat in the Senate of an amendment to the Railway Act to require railway companies to pay wages every two weeks instead of once a month.

—The committee called attention to the appointment of a special committee of the House of Commons to investigate the question of old age pensions, and asked for instructions as to the preparation of labour's case.

Constitutional Amendment

One of the resolutions adopted amended the constitution of the Congress by adding the following Article:

"Further, no national union, or local unions comprising said national union, shall be entitled to membership in this Congress when there is in existence an international union of their craft; nor shall any local union attached to a national body separated from their international organization be entitled to delegates in any central body chartered by this Congress."

The report of the Committee on Ways and Means, which was adopted, "recommended that the office of president be made permanent at a salary of $150 per month, and travelling expenses; that the salary of the secretary-treasurer be $100 per month . . ."

A special committee on immigration recommended, among other things, "that a protest be made against that form of recruiting for the Canadian militia which is now proceeding in Great Britain; that the head tax on Chinese be increased from $500 to $1,000; also that the executive committee urge upon the proper authorities the exclusion of all Orientals." The report was adopted, the GAZETTE said.

Industrial Disputes Investigation Act

The convention decided to refer all resolutions regarding the Industrial Disputes Investigation Act to a special committee consisting of one delegate from each of the trades covered by the Act.

Two resolutions had been presented at the convention. One requested that the Executive Committee demand the repeal of the Act, and the other asked that an endeavour be made to have the law extended so as to include inside electrical workers, the GAZETTE reported.

The special committee decided to refer the whole question to the convention without making any recommendation, and the convention, after debate, apparently decided to make no change in its stand of the year before. A resolution passed at the previous convention stated that although the Congress still believed in the principles of the Act it asked for its repeal in consequence, among other things, of the decision of a Nova Scotia judge, "determining that feeding a starving man, on strike, contrary to the Act, is an offence under the Act."

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Throne Speech Predicts Moves to Spur Economic Growth

A continuation of measures intended to strengthen Canada's balance of international payments and the introduction of new means of promoting the country's economic development and maintaining full employment were forecast in the Speech from the Throne at the opening of the 25th Parliament on September 27.

An advance in economic activity in Canada had resulted in the opening up of 200,000 new jobs during the previous 12 months, the Speech said; and it was the Government's intention to hasten this pace of growth to bring about the creation of more than 1,000,000 jobs during the next five years.

The Speech declared the Government's intention of removing the import surcharges as soon as possible, while continuing to take positive, constructive measures to strengthen the Canadian dollar. The objective of a balanced budget was affirmed.

"When adequate progress has been made by the provinces," the Government intends to introduce legislation that, with provincial legislation, would ensure portability of pension benefits.

"Steps . . . to improve further the efficiency of government operations," a "program of economies in government expenditures," and the establishment of a Royal Commission "to review the whole field of federal taxation and its impact on the Canadian economy" were forecast.

Among the means to be taken to stimulate economic growth were:

—The maintenance of a climate hospitable to foreign investment.

—The establishment of a national economic development board to advise the Government on economic matters.

—The re-introduction of resolutions submitted in the last budget to provide for tax remission to manufacturing and processing companies that increase their sales, and certain taxation advantages to encourage oil and gas drilling and exploration, logging and iron mining.

—The establishment of an Atlantic development board to advise on measures and projects to promote the economic development of the Atlantic region.

The Government's intention of encouraging Canadian industry in the "greater and more rapid application of science to industrial production" was stated, as also was its purpose of continuing its campaign of export trade promotion and provision for exports credits.

The intention to re-introduce a measure to increase by $50 a year the income tax deduction allowed for each child was stated.

Measures of particular concern to labour referred to in the Speech were:

—Legislation "designed to assist employers, workers and their organizations in meeting the impact of industrial change."

—Continuation of the municipal winter works program.

"—Appropriate measures" relating to the Unemployment Insurance Fund.

—An amendment to the British North America Act to permit the introduction of "a national system of contributory old age pensions."

—Amendments to the Canada Shipping Act to restrict the coasting trade in the St. Lawrence and the Great Lakes to Canadian vessels.

—Legislation to provide safeguards against accidents in works and undertakings within federal jurisdiction.

—"Measures to give effect to recommendations of the Royal Commission on Transportation."

—Convening this fall of a national conference on agricultural training.

Gross National Product Rises In Second Quarter of 1962

In the second quarter, the gross national product rose further to a seasonally adjusted annual rate of $39,424,000,000. This was 1.5 per cent higher than in the first quarter.

Higher prices accounted for one third of the increase, thus the rise in real GNP was about 1 per cent. Prices increased at the same rate as in the preceding quarter.

The major expansionary influences came from exports, and from government spending on goods and services, which was higher at all levels of government.

Imports rose, but to a much lesser extent than exports, with prices reflecting the Canadian dollar devaluation.

Labour income continued to rise, but more slowly than in the preceding quarter.

Seasonally adjusted, production for the second quarter of 1962 increased about 1 per cent in volume over the previous quarter.

Most New Doctors and Masters Find Employment in Canada

Of 423 persons who received doctor's degrees from Canadian universities in 1960 and 1961, nearly 75 per cent said that they had secured employment. For physicists and engineers, the proportions were 80 and 85 per cent respectively; for chemists and biochemists, only 50 per cent.

These statistics are given in the recently published report, *After-Graduation Plans of 1960 and 1961 Doctorates and Masters of Science and Engineering*, of a study conducted jointly by the National Research Council and the Department of Labour.

45 Going to U.S.

Of the 307 new doctors who were going into employment, 74 (24 per cent) were going to work outside Canada and 45 of these were going to the United States. Only 30 of the 74, however, were Canadian citizens. On the other hand, 55 of the new doctors who were not Canadians were going to stay in Canada, making a net gain of 25.

A survey of Canadians who were receiving doctor's degrees from American universities showed that of the 85 entering employment, 57 (67 per cent) were returning to Canada.

Universities were the largest employers of the new graduates, absorbing 42 per cent of the 307 graduates; 30 per cent had obtained employment with governments, and 18 per cent in industry.

In Canada, in 1961, average starting salaries offered by the universities were $6,700, by the federal Government $6,780, and by industry $7,810.

Salaries offered by universities in the United States averaged about $600 more than those offered by Canadian universities. The average starting salary of four graduate doctors who were going into employment in industry in the United States was $10,250.

Of 622 who were granted master's degrees by Canadian universities in 1961, the proportion of the total who said they were entering employment was 55 per cent, and of the engineers, 72 per cent.

Of the 55 per cent (345), only 41 were going to work outside Canada. Of these, 16 were going to the United States. Of the 41 leaving Canada, however, only 10 were Canadian citizens. As an offset to this, 47 non-Canadians were remaining in Canada to work.

A survey of Canadians who received master's degrees from American universities in 1961 showed that of the 88 who were entering employment, 68 (76 per cent) were returning to Canada.

Longtime Federal Conciliator in Montreal, Raoul Trépanier Dies

François Xavier Raoul Trépanier, who for 17 years was in charge of the Department of Labour office in Montreal, died suddenly on September 24. He had retired in April 1959.

Mr. Trépanier was born in Farnham, Que., in 1890. He began a union career in 1922, when he was appointed corresponding secretary of a Montreal Tramways workers' union. In 1923 he was made treasurer of the union, in 1924 financial secretary and in 1932 business agent.

He was a co-founder of the Quebec Federation of Labour (TLC) and was its President in 1937-42. He was also President of the Montreal Trades and Labour Council in 1934-42 and a Vice-President of the Trades and Labour Congress in 1937 and 1938.

In 1942 Mr. Trépanier joined the Department of Labour as an industrial relations specialist at its Montreal office. He was head of this office until his retirement.

ITU Representative in Canada For 18 Years, Harry Finch Dies

Harry John Finch, representative in Canada of the International Typographical Union, died at Fort William, Ont., on August 13. He was in Fort William to negotiate new agreements with two Lakehead dailies.

Born in London, England, Mr. Finch came to Canada 51 years ago. He worked as a printer, starting at the *Sydney Post* and later proceeding to the *Windsor Star*.

He became active in the ITU at Windsor, and moved to Toronto 18 years ago as a representative of the union.

Dept. Issues Latest Edition of 'Labour Organizations in Canada'

The 51st edition of *Labour Organizations in Canada* has just been published by the Economics and Research Branch of the Department of Labour.

Based on survey returns, as in previous years, the publication includes an introductory report on labour groups in Canada, principal statistics on union membership in Canada from 1911 to 1962, a glossary of labour organization terms, an extensive directory of labour organizations in Canada, an appendix, and an index to trade unions included in the directory.

The volume (Catalogue No. L2-262) may be obtained from the Queen's Printer, Ottawa, at 35 cents each.

Old Age Assistance, Disabled Allowance Recipients Increase

The number of persons receiving old age assistance in Canada and the number receiving disabled persons' allowances both increased in the second quarter of 1962, the Department of National Health and Welfare reports. The number receiving blind persons' allowances decreased.

The federal expenditures during the quarter increased under all three programs.

Old Age Assistance—The number of persons receiving old age assistance in Canada increased from 98,944 at March 31 to 100,252 at the end of the quarter, June 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $9,797,909.05 for the quarter, compared with $7,934,000.74 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $260,662,-496.49.

At June 30, the average monthly assistance in the provinces ranged from $59.44 to $63.28. In all provinces and the Yukon Territory the maximum assistance paid was $65 a month. The maximum assistance paid in the Northwest Territories was $55 a month.

Blind Persons Allowances—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,573 at March 31 to 8,561 at the end of the quarter, June 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $1,234,562.28 for the quarter, compared with $1,070,925.79 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $36,920,242.68.

At June 30, the average monthly allowance in the provinces ranged from $58.95 to $64.25. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month. The maximum allowance paid in the Northwest Territories was $55 a month.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,029 at March 31 to 50,575 at the end of the quarter, June 30, 1962.

The federal Government's contributions under the federal-provincial scheme totalled $5,000,125.89 for the quarter, compared with $4,237,467.00 in the preceding quarter. Since the inception of the Act, the federal Government has contributed $93,544,346.97.

At June 30, the average monthly allowance in the provinces ranged from $63.50 to $64.56. In all provinces and the Yukon Territory the maximum allowance paid was $65 a month. The maximum allowance paid in the Northwest Territories was $55 a month.

Dept.'s First Officer in West, Frederick Harrison Dead at 86

The Department of Labour's first representative on the West Coast, a man singularly successful in the settlement of labour disputes before they culminated in strikes, Frederick E. Harrison, MBE, died in Vancouver last month. He was 86.

He was for many years Chairman of the Vancouver Local Employment Committee, National Employment Service. He had served three terms as Mayor of Saskatoon, from 1913 to 1915.

In the period 1917-1919, after his appointment as western representative of the Department, he successfully mediated 150 disputes in the British Columbia and Alberta coal industry.

Mr. Harrison was born in Belleville, Ont., in 1876. He received his education in Ottawa, and after graduation entered the banking profession. He managed branches of the Union Bank of Canada in prairie cities from 1912 until 1917.

After his third term as Mayor of Saskatoon, he joined the Department of Labour as a fair wages officer in Calgary. In 1924 he was appointed the Department's first western representative, with headquarters in Vancouver. In this position he had charge of all conciliation work from the Great Lakes to the Pacific.

He was named Industrial Disputes Inquiry Commissioner in 1942 and made a Member of the Order of the British Empire in 1943.

The year after his retirement from the Department, after 31 years service, he was appointed Chairman of the Vancouver Local Employment Committee, NES.

In a tribute, Hon. Michael Starr, Minister of Labour, said: "Mr. Harrison worked to preserve industrial peace and maintain essential production during two world wars . . . His abilities as a conciliator were invaluable to Canada."

Appoint CNTU Research Director To Que. Labour Relations Board

Marius Bergeron, Research Director of the Confederation of National Trade Unions, has been named a member of the Quebec Labour Relations Board, it was announced last month. Mr. Bergeron is a lawyer.

National Industrial Expansion Conference

Department of Trade and Commerce sponsors conference, attended by 425 leading Canadian industrialists, for purpose of discussing ways and means to increase production of processed and manufactured goods for domestic and export markets

A national Industrial Expansion Conference was convened by the Department of Trade and Commerce in Ottawa on September 7. Called for a discussion of possible means for raising Canada's industrial production on a competitive basis, the conference attracted 425 leading Canadian industrialists and businessmen.

Looking upon expanded manufacturing as the key to over-all economic expansion and increased employment, the Government invited industry and commerce representatives to discuss proposals for expanding the manufacture of goods for both the domestic and export markets. At the same time, the conference provided an opportunity for Hon. George Hees, Minister of Trade and Commerce, once again to urge manufacturers to exert a more concentrated export sales effort. Industry and business executives answered with suggestions on government actions they considered essential to help provide a suitable climate for faster industrial growth.

Among measures strongly recommended by the industrialists were:

—A special incentive in the form of an immediate reduction in corporation taxes to reduce them to a level at least as low as that of leading industrial countries.

—Encouragement of more research within industry through extended or added incentives, and less research "duplication" and better selection of research areas by the National Research Council.

—Application of tariff policies as practised by other industrial nations.

—Reduction of individual income taxes to provide incentive for initiative and prevent loss of skilled and professional persons through emigration.

—Renaming the Department of Trade and Commerce as the Department of Industry and Commerce, to give manufacturing an "equal voice" at Cabinet level and to emphasize the importance of manufacturing.

—Additional incentives to industry similar to those provided for in the last federal budget.

—A review of and basic "re-thinking" on present combines legislation.

—More generous depreciation allowances for industry.

Among other statements at the conference:

—A senior vice-president and director of one of Canada's largest retailers described the present import surcharges as potentially dangerous, and criticized "unimaginative" Canadian products. He pointed out that foreign firms deduct from their price the cost of distribution when the purchaser does his own distributing, and he advised Canadian manufacturers to examine their own prices with this in view.

—An oil company president said dollar devaluation, as well as the surcharges, were not the whole answer to the current economic problem.

—A manufacturer suggested that manufacturers themselves should use greater Canadian content in their products.

Discussion Leaders

The discussions on spurring manufacturing on a competitive basis were led by a panel of six of Canada's leading businessmen—five industrialists and one retailer. The panel consisted of: Carl A. Pollock, President, Canadian Manufacturers' Association and President, Dominion Electrohome Industries Ltd.; Herbert H. Lank, President, Du Pont of Canada Ltd.; J. Ross Jenkins, Senior Vice-President and Director, The T. Eaton Co. Limited; C. A. Peachey, Vice-President and General Manager, Northern Electric Company; W. O. Twaits, President, Imperial Oil Limited; and Karl E. Scott, President, Ford Motor Co. of Canada Ltd.

The panel chairman was James A. Roberts, Deputy Minister of Trade and Commerce. Hon. George Hees, Minister of Trade and Commerce, addressed the conference luncheon.

The groundwork for the conference began last February, after Regional Trade and Industrial Promotion Conferences had been held in all the provinces, under the joint sponsorship of the Department of Trade and Commerce and the provincial Departments of Trade and Industry. More than 4,300 businessmen attended these conferences.

Carl A. Pollock

The opening address of the conference was by Carl A. Pollock, President of the Canadian Manufacturers' Association and of Dominion Electrohome Industries Ltd., Kitchener, Ont.

"Our most urgent need is corporate and individual tax reductions and other incentives aimed at stimulating an economy that is clearly underdeveloped in relation to its industrial potential," he said. He was listing the new incentives needed, "and needed quickly", to bring about the degree of industrial expansion Canada must have over the next few years if it is to prosper.

At the present time, he added, Canadian corporation tax rates are higher than those in effect in industrial countries in Europe. "Specifically, I would urge as an absolute minimum that corporate taxes be reduced to a level at least as low as that in effect in any of the leading industrial countries."

He quoted U.S. President Kennedy:

> The right kind of tax cut at the right time is the most effective measure that this government could take to spur our economy forward. For the facts of the matter are that our present tax system is a drag on economic recovery and economic growth, biting heavily into the purchasing power of every taxpayer and every consumer . . . Our tax rates are so high as to weaken the very essence of the progress of a free society, the incentive for additional return for additional effort.

A worthwhile cut in individual income tax rates would in addition help prevent the emigration of Canadian skilled and professional people.

"The standard reply to such sweeping tax concessions as I am proposing," Mr. Pollock said, "is that the budgetary position being what it is we can't possibly afford them. I am completely and utterly persuaded that we are going to *have* to afford them if we want the kind of economic and industrial growth we need."

He suggested in this connection that some other sources of revenue might be investigated, such as extending the sales tax to services, as one tax authority had suggested earlier. "If we must have taxes, let's have them where they do the least harm to incentive and growth."

Tax relief was only one of Mr. Pollock's suggested decisions of government to promote the kind of economic climate that will encourage job-makers. Industry's role in increasing production must necessarily be influenced by the prevailing economic climate as well as by a number of other factors over which it has little or no control, he pointed out, and policies pursued by government are a crucial factor.

Other suggestions regarding government action were:

—Manufacturing should have an equal voice at Cabinet level with agriculture, mining, fishing and forestry, each of which is represented by a cabinet minister. This does not require creation of another ministry. "Most manufactureres would be content with the redesignation of the Department of Trade and Commerce as the Department of Industry and Commerce, and with having the responsibility for government policies and matters relating to manufacturing industry reposing, as far as possible, in a single minister and department."

—There should be a vigorous new immigration program aimed at attracting to Canada any man or woman, regardless of race, colour or creed, with needed skills or capital to contribute to Canada's growth; and such a program should be accompanied by policies aimed at slowing emigration from Canada.

—In the field of tariffs, Canadian manufacturers should be given consideration comparable to that given foreign manufacturers by their governments.

—There is need for some official rethinking about combines legislation. If the national interest lies in lower costs and improved industrial efficiency, "then it should be recognized that many of the industrial procedures and arrangements that would unquestionably accomplish this are not being followed, either because they would contravene combines law or because it is feared that they might do so."

—We need more generous depreciation allowances, more tax incentives like those to new scientific research and increased production announced in the last budget.

Finally, Mr. Pollock referred to "the broader question of national programming." The relevance of programming to the nation's economic problems is a matter of opinion, he said, but "there is no room in this fast-moving world of ours for rigid and doctrinaire attitudes . . . We must not resist change just for the sake of doing so. 'We' in this context means management certainly, but it means labour, government and the individual, too."

Canadian labour had to realize the extent to which Canadian jobs are in many cases threatened by intensified foreign competition; hourly earnings in the manufacturing industry had risen by 85 per cent since 1949, but output per man-hour is up by no more than 46 per cent, he said.

Labour, Mr. Pollock continued, must be convinced that wage parity with the United States is neither a practical proposition nor

a realistic goal; must be persuaded to abandon featherbedding; must be brought to a new acceptance of the fact that the expectation of profit is the basis of our economic system and the foundation of our living standards, and that the better the profits position the better the prospect for new investment and new jobs; and must be made aware that profits have financed and are still financing a major share of our social welfare measures.

For management, Mr. Pollock had this to say: "None of us can afford to forget that the prime responsibility for industrial efficiency is management's . . . There can be no alibis for managerial inefficiency in a competitive society."

And those things that management can do for itself management must do.

He then pointed out that there was no way in which manufacturers could influence the national production picture more than by developing Canadian sources of supply. His own company last year made 86 per cent of its purchases in Canada, and the CMA has been carrying on a strong "Buy Canadian" campaign.

In conclusion the CMA President said:

> We are not asking government to "hot house" industry in any way, shape or form. We are not looking for a crutch. We are not applying for special favours. We are not seeking immunity from the forces of world competition. We are not urging government to assume any of the prerogatives or obligations which are properly those of industrial management . . . We ask of government no more than that it should endeavour to make it possible for both industry and the individual to realize their full potential.

Herbert H. Lank

Stressing the necessity for more research in industry, Herbert H. Lank, President of Du Pont of Canada Limited, said that research is one of the basic needs in getting a better industrial growth rate in Canada. Such research could be carried out within a Canadian company, or research results could be purchased at home or abroad. Both approaches could be stimulated by appropriate government action.

> Research in Canada requires an economic environment within the country which will assure the businessman an opportunity to reap an early profit from the results of his research expenditures. The government can encourage this by reducing the cost of research through tax incentives which they have already proposed and which I believe should apply to all research rather than merely to incremental research. The present proposal (which has not yet reached the stage of legislative implementation) offers tax advantages only to those who spend more research dollars than they did in 1961.
>
> Secondly, the government should provide the same type of protection (no more, no less) to the imports of highly technical products as that which is applied today by the large industrial importing and exporting countries such as the U.S. and the members of the European Common Market, and this should rise and fall with prevailing schedules.

He criticized what he considered to be duplication of industrial research by the National Research Council, stating that some industrial research done by NRC was like "discovering America all over again." Industrial research should be carried out by industry, not government, he asserted.

If Canada is to stay in the vanguard of technical progress, Mr. Lank said, "we cannot afford to preclude or sacrifice the development of high-productivity industries in order to achieve a higher level of exports of more primitive products, many of which will be rendered obsolete in time."

J. Ross Jenkins

J. Ross Jenkins, Senior Vice-President and Director of The T. Eaton Co. Ltd., was critical of the recently imposed surcharges. "Additional import surcharges can very easily set up measures of retaliation," he said. He believed that other and more permanent solutions must be found.

His company purchases in this country more than 85 per cent of the goods it sells, and was looking forward to the day when, "with the co-operation of Canadian manufacturers," it could buy 95 per cent of its requirements in Canada. But Canadian products often lack originality and attractiveness in design.

Government could do much for manufacturing by providing the proper environment, Mr. Jenkins said. Such action should include "proper" depreciation allowances and "tax inducements to export in volume." The increased production volume would also lower manufacturers' prices for the Canadian market, he pointed out.

C. A. Peachey

Urging businessmen to support a campaign to "buy Canada first," C. A. Peachey, Vice-President and General Manager of Northern Electric Company Limited, emphasized that Canadians must be made to realize that, in most cases, their incomes come from other Canadians. He advised all present to increase the Canadian content of their products, and outlined his own company's program.

The company found that it was importing eight to nine thousand—about 6 per cent of total requirements—different parts and com-

ponents. It set up a "Make Canadian" committee to see which of the imported items could be produced economically in Canada, and a "Senior Committee" to take a second look at those the first committee had rated "continue to import." In a six-year period, the company transferred to Canadian manufacture components that had been costing more than $11 million a year to import.

"This activity has resulted in the employment of about 1,600 Canadians," Mr. Peachey said.

He suggested that the Canadian Government enact legislation similar to the Buy America Act in the United States, which requires government agencies to buy from U.S. sources even when the price is up to 25 per cent higher than that of imports. Otherwise, he said, the money saved by getting the lower-priced foreign item might have to be spent under another account heading—Unemployment Insurance.

Hon. George Hees

Hon. George Hees, Minister of Trade and Commerce, speaking at the Conference luncheon, reviewed suggestions made at the morning session, and told the delegates that the conference was a further step in a continuing program of consultation between the Department of Trade and Commerce and Canadian industry. Regional conferences were being planned "right across the country," he announced.

There were no suggestions that we should buy Canadian products just because they are Canadian, he recalled. "What is clear is that if Canadian products of equal design, quality, and price are available, or if they can be produced in this country, we should use them. What is needed is a decision by the heads of all Canadian companies, whether manufacturers or retailers, to buy or produce in Canada those things that can be produced as cheaply and as well as the products which we now buy from outside sources of supply."

That was what industry must do, but "this must be a teamwork effort, by government, management and labour," Mr. Hees said.

He then reviewed three measures introduced by the Government—which he hoped would be passed at the forthcoming session of Parliament—to encourage increased production and to improve the quality and design of our products:

1. Reduction of the tax rate by 50 per cent on all sales in excess of those made in the previous year. This will make it possible for Canadian producers to venture into fields that in the past have not presented an attractive profit picture, to enter new export markets, and to compete more successfully with imports in the Canadian market, he said.

2. A measure to make it financially attractive for Canadian producers to undertake a great deal more research and thereby improve the quality and design of their products.

3. Encouragement of the exploration and development of oil and gas resources.

As an example of what can be accomplished when government and industry combine to bring about the production of new products, the Minister cited the case of oil drilling equipment, more than $30 million of which is bought each year in Western Canada. During the past year, five Canadian companies have now decided to produce oil drilling equipment not previously made in Canada.

Mr. Hees then called attention to the Government's new program to aid the sales of Canadian products abroad, the bringing to Canada of potential buyers from all parts of the world and of Canadian trade commissioners from their foreign posts for interviews with Canadian businessmen.

"Although government programs of this kind are effective in helping industry promote sales abroad," he said, "the most effective effort must, of course, come from industry itself." Canadian businessmen should go to foreign countries to make personal contact with potential buyers on their home ground. The trade commissioners will provide the preliminary information needed and "do everything but actually get the order signed by the customer."

In today's increasingly competitive world, protective tariffs will be steadily lowered, and Canadian products will have to stand more and more on their own feet. To meet this challenge, we must discard anything that remains of the ideas and practices we adopted during the sellers' market which lasted for ten years or so after the war, and meet and beat the challenge from foreign goods before that challenge overtakes and beats us.

The people of Western Europe brought themselves "from the ashes of war to the top of the heap" in 17 years by labour and management's working together in a co-operative effort to keep costs down and quality and design up, the Minister said.

Some companies in Canada have excellent labour-management relations, but far too many have not. If we Canadians cannot submerge the frictions which have, in most cases, kept labour and management from working together in a co-operative effort to lower costs and improve quality, we are going to have to wage the battle for markets under a severe handicap. In the kind of battle we're in, we cannot afford to carry a handicap.

Mr. Hees then underlined manufacturing as the field in which our biggest expansion must come:

And let us have no doubts about the fact that if we are to provide the opportunities for employment our people need, it is in the field of manufacturing that our biggest expansion must come. In the trading world of today, our position as a supplier of primary products is being seriously challenged as the underdeveloped countries come more and more into production. It has become very clear that we can no longer remain static, depending upon our ability to compete in primary goods.

We must rapidly increase our industrialization, the Minister continued, if we are to improve our standard of living and provide the jobs our people need. He added that the challenge has been made greater by the advent of the Common Market and, the trend toward freer trade.

"Canada must adapt to these changing conditions," he concluded. "If we are willing to work hard, together, to produce goods that are attractive to buyers around the world, and if we push the sale of those products with aggressive salesmanship, we have a great future as an industrial nation."

W. O. Twaits

Stressing that there must be a new awareness of government responsibility in providing the proper investment climate, and that the substantial discount on the Canadian dollar as well as the import surcharges, were not the whole answer to the country's problem, W. O. Twaits, President of Imperial Oil Limited, pointed out that Canada would have to adapt to the rapidly evolving technical and economic conditions of the world.

A "much more sophisticated approach" to economic problems and the goal of economic expansion was required as a result of these world developments, he said.

"We can no longer afford the sort of programs that encourage five industrial units where only two are justified . . . We must facilitate the development of optimum-sized units which have demonstrated in the last few years that they can compete, even at volumes lower than expected." Non-economic or non-contributory elements of the industrial complex should not be subsidized, he advised.

"I suggest we have to concentrate on those things we can do best and that the record shows there is much more we can do than has been commonly supposed."

Karl E. Scott

A note of optimism for Canada's progress and future was sounded by Karl E. Scott, President of Ford Motor Co. of Canada Ltd. He said that in the past few years, Canadians had been too quick to draw general conclusions about the economy. There had been excesses of complaisance as well as of uncertainty, he pointed out, adding that we were now inflicted with the latter.

A "marketing climate of long-term expansion is being created," he said, referring to the upsurge of Canadian auto sales against foreign competition, and quoting his company's record vehicle sales this year. He credited the Canadian Government with contributing to an improved sales climate by its re-evaluation of duty on imported cars and repeal of the 7½-per-cent luxury tax on passenger cars.

Suppliers were benefiting at the same time, he said. He urged smaller suppliers to increase their efforts, and to compete in quality and price to share in the automotive market.

Mr. Scott recommended that the Government promote discussions to determine where there is common ground in the Bladen Report conductive to legislation that would help stimulate the automotive industry.

He warned that government alone cannot guarantee industrial expansion, stating that "customer tastes cannot be legislated; the customer still dictates the sale, or lack of sale, of the end product."

Wage Rates, Salaries and Hours of Labour, Report No. 44, prepared by the Economics and Research Branch of the Department of Labour, has just been issued. It brings together in one volume the results of the October 1961 survey of wage rates, salaries and hours of labour in Canadian industry that were issued earlier in the form of loose-leaf tables for separate industries and communities. The publication includes tables for separate industries, each providing information on wage rates for selected occupations particularly characteristic of the industry in question. Copies may be obtained from the Queen's Printer, Ottawa, price $1 each (Catalogue No. L2-544).

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Making Canada More Competitive by Increasing Productivity

Three speakers—a labour leader, a management representative, and the Chairman of the National Productivity Council—deliver addresses, all in the same month, on subject of making Canada more able to meet competition at home and abroad

At its first meeting, on September 26, 1961, the National Productivity Council unanimously agreed that its task was "to promote a national unified effort to stimulate the productive efficiency of all Canadian industries and services." It further agreed that if Canada was to maintain its position as one of the industrial nations of the world, industries in all parts of the country had to "strengthen their competitive position in export and domestic markets and thus create new and expanding employment opportunities for Canadian workers", (L.G., Oct. 1961, p. 1003).

During the past month—one year after that meeting—three Canadians delivered addresses to three diverse groups on the strengthening of Canada's competitive position by labour-management co-operation at the industry and plant level and by labour-management-government co-operation to achieve social and economic objectives.

The speakers were Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress; George DeYoung, Chairman of the National Productivity Council; and Dr. R. V. Yohe, President of B. F. Goodrich Canada Limited. Summaries of their addresses follow.

Donald MacDonald

"The National Productivity Council is clearly only a small beginning of what should be a much more pervasive effort to maintain a viable economy," said Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, in an address at the Labour Day luncheon of the Canadian National Exhibition Board of Directors in Toronto.

"The Council can, at best, act as a guide post. Effective action in depth can take place only at the industry and the plant level. This calls for a degree of labour-management co-operation on a scale that eclipses anything that has been attempted so far," Mr. MacDonald continued.

He warned his audience that if this did not come about it would be difficult, if not impossible for this country to use its resources effectively in what might well be a struggle for economic survival.

"Labour-management relations in this country have yet to reach that point of maturity which we know exists elsewhere. Maturity does not mean sweetheart agreements. It does not mean capitulation by one side or the other. It does not mean the promise to refrain from strikes or lockouts. It does not mean government intervention at every step," the speaker continued.

What it did mean was that labour and management must recognize that both had a legitimate part to play, and therefore a right to existence. It meant that they must understand, even if they did not fully sympathize with, each other's aims and aspirations; and that they must be willing to make a genuine effort to reach agreement "through voluntary machinery of their own devising and with the intention of using such machinery for the resolution of disputes in an orderly manner."

It meant that collective bargaining should be more of a rational process based on an appraisal of the state of the industry involved and of the economy as a whole, and less of a form of guerilla warfare. It meant, in short, a much greater degree of recognition of the community of interests of the parties than there now was.

During his many visits to the countries of northern and western Europe, Mr. MacDonald said, he had been struck by two important ways in which labour-management relations in those countries differed from those in Canada. These were: the degree to which management accepted organized labour, and the way in which organized labour participated in helping to solve the economic problems of their respective countries.

"I think it is fair to say that, as a class, management in the democracies of Western Europe no longer merely tolerates organized labour or recognizes it at best as a necessary evil. Regardless of differences that may exist between them, management accepts labour fully as a legitimate instrumentality of working people, and as a socio-economic force that has a role to play and a contribution to make."

Management in Canada, on the other hand, Mr. MacDonald said, had changed little in its attitude to organized labour since the printers' strike in Toronto in 1872.

"With a few honourable exceptions, management as a whole has had to be coerced through legislation or otherwise into granting unions recognition.

"It is to the credit of many of them, however, that subsequent experience has taught them not only the justification for, but the desirability of the union as a factor in employer-employee relations."

The CLC Secretary-Treasurer admitted that labour, on its side, "like every human institution, is fallible," and that it represents a sectional interest. He suggested, however, that "a self-interest does not necessarily infer an anti-social bias," adding that it may well be that the self-interest is identifiable with the public interest. He did, at any rate, submit that "there are groups in the community like organized labour, whose efforts on behalf of their own members tend to conduce as well to the public well-being."

Labour and management, Mr. MacDonald said, must feel "a genuine sense of partnership in the national interest, not merely a profession of interest, even while they are engaged in a struggle of attrition . . .

"It is about time that a new chapter was opened in the history of labour-management relations in Canada. Labour Day is as good a day as any on which to open it."

George DeYoung

Of almost 36,000 manufacturing establishments in Canada, 33,577, or 93 per cent, employ fewer than 100 persons, and the value added in manufacture in them averages less than $6,000 per employee. The 21,630 of these establishments that have a value added of only $3,655 per employee sell less than $100,000 annually.

Another 11,000 establishments that have an added value of $5,535 sell from $100,000 to $1,000,000 annually.

The 770 plants that have an average added value of $10,000 per employee sell more than $5,000,000 annually each.

"If we are going to compete in an open world competition," said George DeYoung, Chairman of the National Productivity Council, who gave these statistics in an address last month to the Canadian Institute of Mining and Metallurgy, "it is obvious that we will need more plants that can have value added per employee in the neighbourhood of $10,000 or $20,000 rather than more plants with a value added per employee of $3,000 to $5,000. The measurements suggest that a plant must sell more than $1,000,000 worth of goods a year to get in the higher value-added bracket."

Mr. DeYoung said that "when you are about to open the economy to liberal world trade and look for competitive measurements to see how you are going to make out," these statistics "suggest strongly that only about 10 per cent of the manufacturing establishments in Canada show comparable figures with the industries in foreign countries who will be invading our markets."

Historically, the climate in Canada has not been such as to encourage industry to seek ways of measuring productivity and competitive ability comparable to those that were being applied by the industries of Western Europe with which we were going to have to compete, he said.

In trying to establish measurements of productivity, there is a lack of standardization, no uniform definition of productivity, and no method of measurement that all will accept. Yet people are waiting for a measure of productivity because they would like "the magic formula for success."

"They would like the magic formula for wage settlements—a productivity formula is hoped to be it. Perhaps it might be, if we could agree on the formula," Mr. DeYoung said.

He had little hope of finding a magic formula, but a productivity measure can be a useful tool: a good productivity measure can indicate that something needs to be done to insure success in passing the final test, ability to compete.

After giving an outline of the sort of productivity measurements that were being used by 23 shoe manufacturers in the European Common Market, he went on to say, "This type of comparison is as yet not possible in Canada, but it is hoped that before too many years, when the National Productivity Council is fully under way, exchange of such statistics may be possible. . . We would have considerable difficulty in Canada today finding the co-operative spirit necessary to make some of the studies which are being carried on in Europe.

"The Productivity Council has made preparations to enter into co-operative measurements and the dissemination of economic information but we find that at the present time in Canada it is illegal for our Bureau of Statistics to publish this type of information or allow it to be used no matter how constructively. Here again it requires some change in the climate and in the thinking of our law makers in order to make the same tools available for Canada to be competitive as are aavilable to the competition."

An area that has been very much ignored m some of our industries is that of work study. "Work study and work measurement have received a very poor reputation in the eyes of our labour leaders because of the abuse of incentive systems and the manner in which many of them have been installed in industry. Quite obviously, if one is to attack this problem we again need the climate to provide the acceptability of statistics."

After referring to the tour of Europe by a Productivity Council mission (L.G., Sept., p. 1011), Mr. DeYoung went on to say, "Well-organized industrial associations, well-established federations of employers, exist in all of the countries, and they have important responsibilities in formulating the policies of the employers on a wide variety of social and economic matters. They usually have the task of carrying out the discussions and negotiations with organized labour on way levels and social matters and provide the channel of communication between government, employers and labour. . . .

"There are strong associations of labour as well, and negotiations between labour and management are usually carried out on a national or an industry-wide base between employers' associations and labour associations. Consultation takes place at national or area levels between management and labour to discuss basic economic matters and objectives, in addition to wage negotiations. The report [of the mission] which is forthcoming will note particularly the attitude of all the countries in encouraging the rationalization of productive facilities, providing such measures as to reduce costs and enhance their competitive position without restricting trade or fixing prices.

"One of the most notable things which the mission found was the spirit of desire of labour, management and government to co-operate to achieve social and economic objectives. This desire expressed itself in the willingness to temper their self-interest in the light of those measures which are obviously necessary for the common good.

"In Canada, as yet, we do not have this desire country-wide. There is a growing group of management people who realize the necessity for co-operation between managements to reach national goals. These men also realize the futility of trying to move forward while ignoring the other partner in industry-labour."

Although there was no more unity in the ranks of labour in Canada than in those of management, "here too the realization of a need for labour unity and labour-management co-operation is growing," Mr. DeYoung said. He mentioned Mr. MacDonald's Labour Day address at the CNE (above).

Although the progress made by the National Productivity Council so far had been "rather intangible," the speaker said that he had been encouraged by what he had been told by the chairmen of productivity councils in other countries of the world, who had assured him that "if anything concrete comes before the third year it will be miraculous."

Dr. R. V. Yohe

"Labour, management and government in the Western European community attack their joint problems, guide the economy of each country and program its future all for the good of the individual countries and in the long-run best interests of their peoples," said Dr. R. V. Yohe, President, B. F. Goodrich Canada Limited, in an address last month to the annual meeting of the Business Newspapers Association. Dr. Yohe was a member of the National Productivity Council's tripartite fact-finding mission to Europe.

He was unable to express any personal views or make any suggestions based on the mission's observations until its report was presented to the Productivity Council but believed there was no reason why he couldn't report what he had seen.

"It was obvious to members of the mission," he said, "that the methods of any single country could not be superimposed on any other country, particularly Canada." He reminded his listeners that the Productivity Council was designed in the hope that it could lead to "positive and forward-looking recommendations toward accomplishing the task of making Canada more competitive in all her markets."

Dr. Yohe then read in its entirety a "Common Declaration on Productivity" issued in Belgium for the National Congress on Productivity (see box).

In this document, he said, "Note that labour as a total group has joined with management as a total group pledging themselves to do those things that are good for the whole country and all of its people, not for any special interests. Note also that management has formed an organization which meets as a unit and develops common policies and aims. Note that language and racial differences are recognized and reconciled but, most of all, note that a whole country is united by consent, not by edict, working toward a common aim: betterment of the standard of living for all its people."

Before the 18th century industrial revolution, the upper classes knew less comfort and hygiene than the worker of today, for we have learned to produce more goods, and a greater variety of goods, with less effort. Our productivity has constantly increased. So the idea of increasing productivity is not a new one; it is a permanent tendency of Man.

Today we find ourselves in a difficult economic situation. To maintain and raise the standard of living of our population we must make an effort to produce more at a lower cost. We must increase our productivity.

Unless we are able to fight foreign competition, which is making itself felt both on our home and on foreign markets, our sales will fall, entailing a drop in production and increased unemployment.

On the other hand, if we increase our productivity, if we reduce the prices of our products and improve their quality, we shall sell more easily. Consumers will buy more and better goods with the same money; in other words, they will raise their standard of living. We shall also be able to export more. Our businesses will produce more and will expand; they will offer greater employment possibilities; technological and general unemployment will decrease.

It is the duty of long-civilized countries such as ours to produce sufficient to meet the growing requirements of large populations, particularly in underdeveloped areas; and thus contribute effectively to the maintenance of an atmosphere of peace.

The representatives of the Federation of Industry, the Federation of non-Industrial Enterprises and the Federations of Labour, fully aware of their responsibilities both toward those they represent and toward the whole of the population, declare that they are absolutely convinced of the necessity for a favourable and persevering attitude toward the problem of productivity.

They have signified their agreement on the points contained in the following protocol:

1. The effort to increase the productivity necessary to maintain the competitive power of the economy must be properly planned with a view to forming an effective policy of economic expansion, so that it may eventually result in the creation of greater possibilities of employment, and consequently greater general well-being. Employers' and workers' representatives agree to study and apply means of preventing any technological unemployment and absorbing any existing unemployment. If, despite these efforts, some workers found themselves temporarily unemployed, compensatory remedies would be sought by employers and workers together.

2. Employers' and workers' representatives shall collaborate loyally at both national and industrial level. This trustful collaboration shall be based on the fullest possible information of the situation. Means and methods for increasing productivity shall be studied together. Nevertheless it must not be forgotten that it is within the firms themselves that the problem of productivity is finally solved.

3. It is therefore within the firms that collaboration as regards productivity is of the greatest importance. It must be shown at works councils meetings by suggestions of means and methods and by registrating of results obtained. The employers' representatives undertake to urge heads of businesses to use the language of the region in their relations with the workers (information, discussions, drawing up of all documents intended for the attention of the workers) and furthermore to address possible minority groups in the language of these groups.

4. The employers' representatives declare that increased productivity may not be obtained by any method which would compromise the physical or moral integrity of the workers or be derogatory to their human dignity. The workers' representatives declare that the common effort toward increased productivity shall not serve as a pretext for an attempt to modify the status of businesses or question the authority of their heads.

5. The employers' representatives undertake to make urgent representations to heads of businesses with a view to encouraging them to increase productivity to the maximum. To this end, their attention shall be drawn to anything which may contribute thereto. Business heads may call in union specialists where it is felt that this could assist workers to apply certain new processes or methods willingly and reliably. The workers' representatives shall urge their principals, in their own interest, to give their full collaboration to the effort for increased productivity. General propaganda shall be initiated in all circles and at all levels, in order to bring about the participation of as much as possible of the population.

6. Every endeavour shall be made, in common, to further the occupational training and human development of staff and executives.

7. Increased productivity shall be sought with the aim of improving the general economy of the country. This aim shall be pursued in particular by a lowering of retail prices and an improvement in the quality of products and services. Such a course should strengthen both the competitive position of the economy and the purchasing power of the consumer. With this aim in mind, the benefits of this increase in productivity shall be fairly divided between the firm and the workers, with particular attention being paid to the effects of the increase in productivity upon both the working conditions and the living conditions of the workers.

Increased industrial productivity, although essential, is not enough. The effort to attain greater productivity must be made by everyone, in every sphere and particularly in agriculture, in services, in the distribution of goods and in government administration. The steps to be taken in connection with this common declaration must be backed by the government, which should, in particular, exercise a co-ordinating influence, assist the development of foreign trade, and the rise of new industries. In short, its general policy should promote increased productivity and production in every domain —industrial, commercial, administrative—as well as in the general economy of the country. The future of our economy and, consequently, of our own living conditions, depends upon it.

—National Congress on Productivity, Belgium

Some of the salient points he had observed in the six countries visited were:

—All of the countries prepare competent economic information, usually by a government agency designed for this purpose but sometimes supplemented by studies prepared by economists for employers and for labour, which are used to set limits for negotiations, define goals and determine past productivity accomplishments.

—In all countries labour negotiations are industry-wide.

—In all countries employers are organized into industrial associations, which are grouped into federations. In some cases these associations may set prices, and develop and carry out plans for rationalization or consolidation of industry; in most cases government has to approve such arrangements, but if they appear to be good for the country's over-all welfare and competitiveness, approval is generally given.

—All of the countries had some form of programming for the whole economy: goals are set and broad plans made in joint government-labour-management agreement so that each segment may play its proper part.

The only country that had a completely *laissez faire* approach to labour-management bargaining, Dr. Yohe said, was West Germany, and it was the one country where inflation was taking place and where wage and labour costs were outstripping productivity.

It was West Germany, too, that had the least comprehensive programming. France had the most sophisticated planning. "Its Du Plan is, in essence, a complete marketing plan for a whole country right down to the most intimate of details. Growth for each industry is forecast, planned and laid out even to the extent of planning, for example, the erection of schools, services and housing in cities where new industrial plants were expected to be built."

The most sophisticated and best implemented total approach was in Belgium. "Wage rates are perhaps the highest in Belgium of all the countries but, with their common, agreed upon recognition of the need for productivity and the value to the country of properly sharing the fruits of such productivity, they are still able to be quite competitive in the market place, internally as well as in export."

Dr. Yohe did point out that all of the co-operative endeavour in Western Europe was taking place in an atmosphere of full employment and that the high production was at least partially a result of rebuilding war-torn economies. "There is no way of predicting how long the present situation will last or if their present methods are fully capable of contending with the economic situation that would result should world demand go into a recessive phase."

This point should be kept in mind when those countries' ideas and acts are considered for Canada, he said.

He then enumerated eight things to be remembered:

1. In all of the six countries, with one possible exception, the weight of public opinion and acceptance is of paramount importance.

2. The more narrow interests of both labour and management are, in a large measure, submerged into a common goal of what is in the best interests of the country, the people themselves, and an ever-increasing standard of living for most of the people.

3. The co-operation between labour, management and government is almost a religious fervor in most countries and is accompanied by a high degree of enthusiasm and a desire to make their programming and planning work effectvely.

4. Indicative programming is an essential part of the over-all activity in each country and is greatly dependent on well developed economic analyses and forecasts coupled with definitive goals for accomplishment.

5. Full employment is accepted as a minimum goal in the utilization of people.

6. Strong labour unions and strong employers associations are considered indispensable elements in the government-labour-management relationships.

7. Rationalization and other industrial arrangements are accepted as tools for economic growth if they are not inimical to the best interests of the people and the country.

8. And above all, there has been developed in most of the countries an *esprit de corps* that things are being done that are good for them and that conditions are constantly improving.

Just as the medical profession isolates and treats the real disease rather than the symptoms, Canadians have to isolate the real socio-economic diseases that infect the country's economy and then evaluate the treatment being applied in other countries for their curative powers if used on our economy.

"The diagnosis will point up that our diseases are internal and not brought on by environment," Dr. Yohe concluded. "I submit that until our internal health is good, the external manifestations will be feverish."

Claude Jodoin Resigns from Productivity Council

Claude Jodoin, President of the Canadian Labour Congress, on September 12 submitted to Prime Minister Diefenbaker his resignation as a member of the National Productivity Council.

In his letter of resignation Mr. Jodoin said the CLC recognized that co-operation between labour, management and government was essential in the interest of all the Canadian people but that the Productivity Council, "because of the unduly limited scope of its activities," was a barrier to such co-operation.

The letter also repeated the CLC's statement of almost two years earlier that "increases in productivity without appropriate expansionary public policies may lead to additional unemployment." The preamble to the Act establishing the Council, Mr. Jodoin reminded the Prime Minister, referred to the need "for providing expanding opportunities for increased employment . . ."

Mr. Jodoin also quoted from a letter he had written to Mr. Diefenbaker in October 1960, when establishment of the Council was mooted: "One of the main reasons for our present unemployment is the fact that advances in productivity have outstripped our ability to make use of the extra workers they make available. To speed up productivity will, in absence of effective measures to absorb displaced workers, only aggravate the problem."

In that same letter Mr. Jodoin had reported the CLC's desire for the establishment of an advisory council on economic matters. The National Productivity Council did not satisfy this desire.

"We are most deeply concerned about our country's economic prospects," Mr. Jodoin wrote. "We are confronted with vital changes in international trade at a time when, within our own borders, sweeping changes are taking place in industry. Many thousands of workers are without jobs and others face the grim possibility of early unemployment. Young people emerging from our schools are entering a labour force which is riddled with uncertainties . . .

"We have now reached the firm conclusion that not only has the National Productivity Council failed to meet these needs but its very existence, in its present form, is a serious handicap to the establishment of effective co-operation in regard to the solution of our economic problems."

In a statement on the CLC President's resignation, George DeYoung, Chairman of the National Productivity Council, said that the resignation came at a time just before the Council's new programs, "at present in the process of development," were put into effect. "These new developments have not only been sought by labour but requested also by senior representatives of industry and agreed upon by members of government," he stated.

"Mr. Jodoin calls for a high level of labour-management-government co-operation in Canada. The Council wholeheartedly agrees, and is taking concrete steps to implement this national need." The Council is today "a regularly constituted forum of management, labour and government representatives" working toward the achievement of the goal called for by Mr. Jodoin.

"The Council's terms of reference were made necessarily broad so that it could have room to develop as it saw the need. Management, government and labour on the Council unitedly agreed that productivity alone is not the full answer for Canada's economic growth.

"The provision of national economic facts on which management, labour and government could agree and which would provide a sound basis for discussion and negotiation; increased industrial research; better management; and above all an improved labour-management climate in the nation are absolutely essential," Mr. DeYoung said.

The next day Hon. Donald Fleming, who at the time was Acting Prime Minister, said it was not a time to downgrade the National Productivity Council but instead to encourage it in its endeavours.

Before Mr. Jodoin had written his letter of resignation, Mr. Fleming said, it was known to him that the Government was prepared to consider changes that might make the Council more effective.

Two days after Mr. Jodoin's resignation, the President of the Confederation of National Trade Unions, Jean Marchand, told a press conference that his organization would continue to support the Productivity Council as long as there was hope that its scope could be broadened. Marcel Pepin, CNTU Secretary-Treasurer, said he intended to remain a member of the Council.

The 25-member National Productivity Council was authorized by legislation passed by Parliament on December 20, 1960. The Act said: "In order to provide expanding opportunities for increased employment and trade and rising national standards of living, it is in the national interest to promote and expedite continuing improvement in productive efficiency in the various aspects of Canadian economic activity."

33rd Annual Meeting of the Canadian Chamber of Commerce

Relations between business and government, business and labour, and business and the consumer discussed at one of the sessions, which had the theme, "Goals for Co-operation." More than 500 delegates attended the three-day convention

The relations between business and government, labour and the consumer were the subject of discussion at a session with the theme, "Goals for Co-operation," at the 33rd annual meeting of The Canadian Chamber of Commerce in Vancouver on September 17-19. More than 500 delegates attended the meeting.

Other sessions were titled "Trade Goals" and "Goals for Management."

The three speakers at the session on goals for co-operation were: J. A. Roberts, Deputy Minister of Trade and Commerce, Ottawa, who spoke on "Business and Government"; William Dodge, Executive Vice-President of the Canadian Labour Congress, who spoke on "Business and Labour"; and Mrs. Michael Humphries, Member, National Executive, Canadian Association of Consumers, whose subject was "Business and the Consumer."

This is the only session fully reported here.

James A. Roberts

"Canadian business stands to gain, not to lose, from the kind of competition that is coming," said James A. Roberts, Deputy Minister of Trade and Commerce. "Certainly it will be harder and tougher than anything we have known before, in a world market vastly greater than the one we have grown up in; but in it we will find challenge and stimulation, with opportunity waiting in the wings to reward the best in leadership that we can provide."

He had just told the session on "Goals for Co-operation" that Canada's need for inspired business leadership and initiative was never greater, and that it was essential that Canada develop a new strain of business leaders.

The economies of Canada and the United States are on the threshold of basic and sweeping change, he said, but with the standard of leadership he had described "I am confident that the long-range effects of these forces will be essentially constructive."

Business and government can co-operate more closely than they have done in identifying promising fields for expansion of domestic production to satisfy the part of Canadian demand now served from abroad. A relatively small additional rate of increase in Canadian production may well be sufficient to absorb our surplus labour.

Except for some regional soft spots, Canada was not far from full economic employment now, he believed.

There is little doubt that the striking economic growth that has taken place in the countries of Western Europe is due to a significant degree to the advanced form of co-operation and planning by management, labour and government practised in those countries, he said.

In each of the six countries he had visited as the head of the Canadian labour-management-government mission sponsored by the National Productivity Council, Mr. Roberts said, he had been struck by the extremely sophisticated organization that exists in both the management and labour elements of the economy.

He had begun his address, titled "Business and Government," by tracing the history of Canada's economic development, which has been based on production on a large scale of basic products and raw materials for sale abroad. Canada has developed substantial secondary industry but its products have been caught in a squeeze between foreign tariffs in overseas markets and high costs of production related to a small domestic market. Despite this, Canada has developed a capacity to export rivalled by few countries in the world.

But there has been an almost unavoidable tendency to make purchases abroad in excess of our earnings from exports. The deficit in the past was covered by imports of capital. These have now subsided, leaving Canada with a heavy imbalance that we must somehow meet out of our own resources.

"No effort is being spared to gear our economy to this new challenge by restoring a high rate of productivity, competitive efficiency and versatility in our industry," Mr. Roberts said, and it was in this context that business will find itself associating with government in the years immediately ahead.

William Dodge

"We have a great many important goals, but I think we could make a substantial gain by getting together on one that is

immediately attainable—the setting up of some machinery for consultation between management, labour and government."

This suggestion was made by William Dodge, Executive Vice-President of the Canadian Labour Congress, in his address, "Business and Labour."

Labour, he said, was prepared to meet with government and business and discuss our national, social and economic goals in an endeavour to reach agreement on them, but "unfortunately we have no machinery through which we can expose ourselves to each other's views."

It was to provide this machinery that the unions had advocated and strongly supported the idea of a tripartite national consultative body on which business, labour and government would be represented.

Such a body would provide the "three-way co-operation" necessary for the full-scale economic planning that the speaker believed to be essential if Canada was to be in a position to compete on equal terms with the highly organized economies of other nations, particularly those of Western Europe.

Mr. Dodge referred to his recent visit to Europe as a member of the mission conducted by the National Productivity Council. Everyone who had participated in that mission, he was sure, had learned that "national economic planning is feasible, practical and effective in promoting trade, encouraging competitiveness, producing full employment and raising standards of living."

"Planning can be, and in most European countries is, beneficial to all sectors of the economy without unduly interfering with the freedom of choice of the individual," Mr. Dodge asserted. Labour believed in economic planning as the long-term solution to Canada's economic problems.

Labour's most important objective in the immediate future was full employment, which was "the cornerstone of a good standard of living and security for all."

Canadian labour had never lost sight of its basic objectives, he said. "We believe in security for all. That means economic security, which we continue to seek partly through collective bargaining with employers and partly through legislation. It means security from the fear of unemployment, protection in time of illness or accident, freedom from discrimination because of race, colour or creed; and it means protection of the right of freedom of speech and equality before the law.

"In essence what we are seeking to establish is a society in which the use of productive resources is planned so as to permit constant improvement in the standard of living of all the people."

But the basic objectives of the labour movement were only incidental to the objectives of business, whose main objective is the production and distribution of goods for sale at a profit.

Labour and management could make a substantial gain by getting together on one objective that is immediately attainable—the setting up of some machinery for consultation between management, labour, and government.

Mrs. Michael Humphries

Consumer spending in Canada totals more than 22 billion dollars a year and makes up almost exactly two thirds of the gross national expenditure. Therefore it is important that this buying be done wisely, and that is the consumers' responsibility, said Mrs. Michael Humphries, an executive member of the Canadian Association of Consumers, in her address on "Business and the Consumer."

"When consumers buy on impulse, if they buy unwisely or wastefully, if they purchase shoddy or unsuitable goods, if they invest in faddy gadgets, some business will go on making these products," she said. The machinery of supply meeting demand has basic advantages but also can have one great flaw: "uninformed or indifferent consumers can direct business efforts to unnecessary or unsound production."

If consumers buy good products, "this can be a vital stimulus to improvement in Canadian-made goods, improvement that will give our goods a better competitive position in export markets as well as here at home."

Because of our high standard of living and high level of costs, manufacturers are finding it difficult to meet competition in world markets. "One factor in these costs—distribution—should concern all consumers and one contribution we could make toward lowering these costs is through careful shopping," Mrs. Humphries said.

Turning to business responsibility to the consumer, she said it had the responsibility to produce and market goods that are safe, effective or useful, as good as any from other countries; and to provide information about those goods that will help consumers know if they are a good buy for them. The consumer's choice of her purchases has far-reaching effects, good or bad, on the whole

"Operation Freedom"

" . . . It should be emphasized that the program was not a new or radical departure from the program which had been in operation successfully for the last 18 years.

"However, under the name Operation Freedom it was given much wider publicity than work of this nature has been given in the past (L.G., April, p. 408; June, p. 610). . . .

"While there is still considerable political uncertainty in Canada at the present time, it is anticipated that a program of economic education will be supported and carried out by Chamber members at all levels in the years ahead on a more intensified basis than during the last several years."

—Report of Executive Council to 33rd Annual Meeting, The Canadian Chamber of Commerce.

nation. It is the responsibility of business to help her in making the thousands of buying decisions she has to do.

Mrs. Humphries warned the meeting that if business disregarded its responsibility, sooner or later it would be taken over, usually by government. "Government control in matters affecting consumers is called for when business has failed to meet this responsibility," she said, and cited recent examples in meat inspection, probable tightening of controls on new drugs, pressure for legislation regarding inflammable fabrics and compulsory safety belts in automobiles and safety catches on refrigerator doors, and action on contaminated products, notably cake mixes.

Burton F. Bowman

"Labour costs are not a valid excuse for the failure of Canadian manufacturers to compete in foreign markets," said Burton F. Bowman, President of Cyanamid of Canada Limited, during the question period that followed his address on "Canadian Trade with the United States." He was one of the speakers during the session on the theme "Trade Goals."

Other statements he made in answer to questions from his audiences were:

—Canadian manufacturers are not agressive enough in their approach to markets, especially in the United States.

—An economic union, although not necessarily a free trade bloc, is inevitable between Canada and the United States.

—U.S. investment in Canada is necessary if this country wants to continue expanding its economy.

—More Canadians should be used in the management of plants established in Canada by United States companies.

In his speech Mr. Burton urged a vigorous Canadian drive to develop the export market possibilities that exist in the United States. Closer and mutually beneficial trade relations between Canada and the United States were made necessary by the existence of the European Common Market, he said.

He offered a four-point plan for developing opportunities in the U.S. market for Canadian manufacturers. He advised them to:

1. Think positively about who we are and about our prospects for selling.
2. Lead the way with a massive information campaign in the U.S.
3. Obtain realistic incentives through tax adjustments.
4. Adopt the marketing approach for the development of our opportunities in the U.S.

Presidential Address

"Canadians must be given a clear and honest definition of problems that have to be faced, and understandable national policies for solving them," said W. S. Kirkpatrick, retiring president, in his address to the annual meeting.

He pointed out that a free democracy like Canada functions most efficiently when it has unifying goals that its citizens understand and to which they can give wholehearted support. Such a situation exists in time of war, when the people "close ranks, postpone their narrow and local objectives, and unitedly face the common enemy. To meet today's critical situation, we need to create a similar spirit of urgency and common purpose."

But this year there has been no evidence of an effective program to meet "the grave fundamental problems that must be overcome if Canada is to achieve an adequate economic growth rate to keep unemployment at a minimum," Mr. Kirkpatrick said. "I believe our economy has moved into a new period that will require radically new policies."

He suggested that constructive planning, adapted to changing conditions, which was basic to successful company development, was equally applicable at the national level. Planning at the national level does not mean government control and suppression of private enterprise, he asserted.

Creation of a distinct department of the federal Government responsible for developing general economic policies and national objectives, in keeping with which all other government departments would plan and co-ordinate their actions and regulations, had often been suggested, he pointed out. Many other countries have adopted systems

of this kind, he said, citing the latest, Britain's National Economic Development Council.

"Until Canada takes similar steps, I see little hope of uniting government, labour and management in the all-out co-operative effort needed to meet the challenges of the day," Mr. Kirkpatrick said.

All Canadians should give their wholehearted and active co-operation to the development and strengthening of the National Productivity Council. "If this co-operation is not forthcoming, I can see only mounting difficulties in our country's efforts to expand trade and increase our economic growth rate," the retiring president said.

Officers for 1962-63

Victor Oland, President, Oland & Son Ltd., Halifax, was elected President of The Canadian Chamber of Commerce for 1962-63. Other officers elected were:

Howard T. Mitchell, Vancouver, First Vice-President; A. J. Little, Toronto, Second Vice-President; G. P. Keeping, Montreal, Chairman of the Executive Council; G. Egerton Brown, Montreal, and J. A. Ross, Toronto, Vice-Chairman of the Executive Council.

Industrial Fatalities in Canada during Second Quarter of 1962

Deaths from industrial accidents numbered 207 during second quarter of 1962, a decrease of 14 from previous quarter and of 46 from same quarter last year

There were 207* industrial fatalities in Canada during the second quarter of 1962, according to the latest reports received by the Department of Labour. This is a decrease of 14 from the previous quarter, in which 221 were recorded, including 48 in a supplementary list. In the second quarter of the previous year, 253 fatalities were recorded.

During the quarter under review, there were four accidents that each resulted in the deaths of three or more persons.

On May 23, nine employees of a logging company were trapped and killed in an avalanche caused by dynamite explosion set to break a log jam. This accident occurred on the banks of the Toulnoutoc River near Baie Comeau, Que.

On May 29, three water utility employees died from carbon monoxide gas while preparing sump hole prior to the installation of a new pump on Big Indian Lake, N.S.

Three public utilities employees working in an underground splicing room in Montreal, Que., died on June 8 from burns shortly after a fire and explosion.

Three men were drowned near Levis, Que., on May 16 when a schooner hardly out of port disappeared beneath the water.

* *See* Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1962 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 50 fatalities for which no reports have been received.

Grouping by Industries

Grouped by industries, the largest number of fatalities, 41, was in the construction industry. Of these, 17 were in buildings and structures, 12 in highways and bridges and 12 in miscellaneous construction. For the same period of the previous year, 49 fatalities were reported: 34 in buildings and structures, 8 in highways and bridges and 7 in miscellaneous construction. During 1962's first quarter, 33 fatalities were listed: 11 in buildings and structures, 5 in highways and bridges and 17 in miscellaneous construction.

The 33 fatalities in logging represented an increase of 18 from the 15 that occurred during the same period in 1961 and of 10 from the 23 that were recorded during the first quarter of 1962.

In the mining industry, of the 31 fatalities recorded, 23 were in metal mining and 4 each were in coal mining and non-metallic mineral mining. Fatalities recorded in this industry for the same period in 1961 numbered 45; of these, 29 were in metal mining and 8 each in coal mining and non-metallic mineral mining. During the first quarter this year, 39 employees lost their lives in the mining industry. Twenty-five died in metal mining and seven each in coal mining and non-metallic mineral mining.

The 30 fatalities recorded in the transportation, storage and communications industry were distributed as follows: 13 in railway transportation, 10 in local and

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

highway transportation, 6 in water transportation, and 1 in telegraphs and telephones. For the same period last year, fatalities in this industry numbered 38; there were 14 in local and highway transportation, 8 in water transportation, 7 in air transportation, 6 in railway transportation, 2 in street and electric railways and 1 in telegraphs and telephones. During the first quarter this year, 33 fatalities were reported: 17 in local and highway transportation, 12 in railway transportation, 3 in water transportation and 1 in air transportation.

There were 26 fatalities in the manufacturing industry during the quarter: 6 in iron and steel products, 4 each in food and beverages, transportation equipment and non-ferrous metal products, 3 in paper products, 2 in non-metallic mineral products and 1 each in textile products, wood products and chemical products. For the same period of the previous year, 39 fatalities were listed: 9 in iron and steel products, 5 each in paper products, transportation equipment and non-ferrous metal products, 4 each in wood products and non-metallic mineral products, 3 in food and beverages and 1 each in printing, electrical apparatus, chemical products and miscellaneous manufacturing industries. During 1962's first quarter, 48 employees lost their lives in this industry. Ten died in wood products, nine in iron and steel products, six in transportation equipment, five in non-metallic mineral products, three each in food and beverages, textile products, paper products, non-ferrous metal products and electrical apparatus, two in chemical products and one in tobacco products.

Grouping by Causes

An analysis of the causes of the 207 fatalities during the second quarter of 1962 shows that 69 (33 per cent) were under the heading "struck by" different objects. Of these, 49 were in the category "other objects," 13 were caused by "moving objects" and 7 were the result of being struck by "tools, machinery, cranes, etc." Forty-one fatalities were caused by "falls and slips," all by falls to different levels.

Forty fatalities were under the heading "collisions, derailments, wrecks, etc."; 21 involved automobiles and trucks, 9 involved tractors and loadmobiles, 5 involved aircraft, 3 involved water craft, 1 involved railways and 1 involved other transport agencies.

Eighteen fatalities were caused by being "caught in, on or between." Of these, eight involved tractors and loadmobiles, three involved automobiles and trucks, three hoisting or conveying apparatus, three miscellaneous objects and one miscellaneous vehicles and craft.

By province of occurrence, the largest number of fatalities, 64, occurred in Ontario. This was followed by Quebec with 40 fatalities, British Columbia with 39 and Alberta with 31.

During the quarter under review, there were 54 fatalities in April, 85 in May and 68 in June.

Postal Employees Association Quits Civil Service Federation

The Canadian Postal Employees' Association (CLC), representing about 10,500 Post Office workers, last month voted to disaffiliate from the Civil Service Federation of Canada. The purpose is to permit separation of bargaining for postal workers from that for other government employees.

The Canadian Railway Mail Clerks Federation and the Federated Association of Letter Carriers are now the only CSF affiliates that are also members of the Canadian Labour Congress.

N.S. Federation of Labour Holds Annual Convention

Initiation by the federal Government of a long-range development program as part of a broad attack on the economic problems of the Atlantic Provinces was proposed in a seven-point resolution approved by delegates to the annual convention of the Nova Scotia Federation of Labour, held in Sydney on September 10-12. About 150 delegates attended.

The resolution asked the federal Government to establish, in consultation with the provincial governments and other interested bodies, a board of planning for industrial development in the Atlantic region.

The other points in the resolution were:

—The board to be given full authority to inquire into, and give full publication to information pertaining to industrial development and employment in the region.

—A capital development fund to be set up to provide for economic welfare in the private, public, and co-operative sectors of the Atlantic economy.

—Trading and fiscal policies to be designed to fit in with the geography, natural resources and assets of the area.

—International credits to the underprivileged nations within the Colombo Plan and the United Nations programs to be designed to stimulate Atlantic Provinces' growth.

—Adequate industrial and technical training to be provided for displaced workers and young people.

—Adequate provision to be made for rehabilitation and relocation in both community and employment fields.

Edward Johnston, President of the Federation, in his presidential address called for a conference of governments, management, labour and the business community to "sit down and discuss economic problems, which cry out for solution."

Another resolution passed by the convention called for the re-opening of No. 16 Colliery, New Waterford, until Parliament meets; for nationalization of the coal industry; and for a retraining and relocation program to help workers affected by technological changes.

In another resolution, the Federation requested an embargo on imports of coal from the United States to correspond with the reduction in Canadian exports of lumber to the U.S.

In other resolutions, the convention asked for:

—Establishment of a provincial minimum wage for men and women of $1.50 an hour.

—An expansion of trades and technical training for youth.

—Labour education in the schools.

—Provision of free school books up to Grade 12.

—Extension of the Industrial Standards Act.

The Sydney local of the United Steelworkers submitted a resolution that condemned the "unprincipled practice of union raiding," and asked that the resources of the labour movement be devoted to the restoration of unity and to the organizing of the unorganized. The resolution was passed.

Donald MacDonald

"Only a united Canadian labour movement can bring the problems of this region within sight of a solution," Donald MacDonald, Secretary-Treasurer of the Canadian Labour Congress, and the principal speaker at the convention, told the delegates.

The federal Government had carried out some projects of the kind contemplated in the Gordon Commission's report, "but there is still no co-ordinated plan, no clearly-thought out scale of priorities, no single authority charged with the task of supervising the carrying out of projects under such a plan," he said.

Existing industries that still form a sound, self-sustaining, viable Atlantic economy will not provide employment, directly or indirectly, for the whole of the natural increase in the Atlantic labour force.

Mr. MacDonald, for many years a resident of Sydney and a former Dosco coal trimmer, said that proposals of economists seemed to involve deliberate measures to bring industries to the workers rather than workers to the industries. In a good many cases, he thought that this was economically sensible.

Industry left to itself will put its plant where it expects to make the most profit. This might involve the construction of whole new towns. But somewhere else there might be an old town with all services available where the local industry was dead or dying. Where possible, taking into account available facilities and raw materials, and transportation, something could be done in such situations, and money could be saved to the country, Mr. MacDonald said.

The present Government had "made a small, hesitant move in this direction with its double depreciation for new industries in a depressed area for a limited period. But this is woefully inadequate. Much more can be done. Much more has been done in a whole series of countries," he said.

(*Continued on page 1188*)

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Manpower				
Total civilian labour force (a) ..... (000)	September	6,645	− 3.2	+ 1.6
Employed ..... (000)	September	6,385	− 3.0	+ 2.4
Agriculture ..... (000)	September	738	− 7.4	+ 1.9
Non-agriculture ..... (000)	September	5,647	− 2.4	+ 2.5
Paid workers ..... (000)	September	5,196	− 3.0	+ 2.4
At work 35 hours or more ..... (000)	September	5,564	+ 5.1	+ 3.5
At work less than 35 hours ..... (000)	September	644	+ 7.9	+ 0.3
Employed but not at work ..... (000)	September	177	− 74.4	− 18.8
Unemployed ..... (000)	September	260	− 7.2	− 15.6
Atlantic ..... (000)	September	38	− 5.0	− 17.4
Quebec ..... (000)	September	97	+ 1.0	− 14.9
Ontario ..... (000)	September	74	− 18.7	− 10.9
Prairie ..... (000)	September	20	− 9.1	− 41.2
Pacific ..... (000)	September	31	0.0	0.0
Without work and seeking work ..... (000)	September	247	− 6.1	− 15.4
On temporary layoff up to 30 days ..... (000)	September	13	− 23.5	− 18.8
Industrial employment (1949=100)	July	125.7	+ 0.6	+ 2.6
Manufacturing employment (1949=100)	July	115.3	− 1.0	+ 4.0
Immigration	1st. 6 mos.	34,061	—	− 7.4
Destined to the labour force	1962	17,214	—	− 6.9
Strikes and Lockouts				
Strikes and lockouts	September	48	− 11.1	− 9.4
No. of workers involved	September	10,482	− 9.1	− 1.7
Duration in man-days	September	116,350	+ 56.1	+ 10.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.) ..	July	$80.88	− 0.2	+ 3.4
Average hourly earnings (mfg.)	July	$ 1.88	0.0	+ 3.3
Average hours worked per week (mfg.)	July	40.9	− 0.5	+ 0.7
Average weekly wages (mfg.)	July	$76.73	− 1.0	+ 3.8
Consumer price index (1949=100)	September	131.0	− 0.3	+ 1.5
Index numbers of weekly wages in 1949 dollars (1949=100)	July	139.9	− 1.3	+ 2.0
Total labour income $000,000	July	1,711	− 0.9	+ 5.9
Industrial Production				
Total (average 1949=100)	August	182.6	+ 0.2	+ 6.5
Manufacturing	August	161.8	− 0.7	+ 5.5
Durables	August	156.4	− 4.6	+ 9.9
Non-durables	August	166.5	+ 2.8	+ 2.3

(a) Distribution of these figures between male and female workers can be obtained from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the labour force characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Manpower Situation, Third Quarter, 1962

The underlying employment trend rose sharply earlier this year but in recent months the expansion appears to have lost much of its momentum. Seasonally adjusted employment data indicate an advance of about one half of one per cent in the second quarter, and little or no change between the second and third quarters.

In the first nine months of this year average employment was higher by 191,000, or 3.2 per cent, than in the corresponding period last year. The employment advance since the business cycle trough in the first quarter of 1961 was just over 4 per cent, after seasonal adjustment. An increase of about the same order took place during the corresponding period of the 1958-59 recovery.

The service-producing industries showed further strengthening during recent months. The improvement was centered in personal, business recreation and government service. Employment in the goods-producing industries, on the other hand, was running somewhat behind the second quarter average.

Manufacturing employment (seasonally adjusted) edged down slightly during August and September after rising sharply earlier in the summer. It appears that the losses were of a temporary nature as most reports from across the country indicate continuing high levels of production and sales.

Retooling in the automotive industry had a somewhat greater impact than usual this year owing to the high level of activity that prevailed before the shutdown. As was the case in the past year, this industry is expected to be a consistent source of strength in the months ahead.

Elsewhere in manufacturing, prospects were generally encouraging. The lower exchange rate of the Canadian dollar, together with a surcharge on imports, has stimulated exports and encouraged substitution of domestic products for imports. The full effects of these measures will probably not be felt until later in the year.

The construction industry was an important source of strength during the first half of this year, but in recent months has shown some signs of weakening. Employment fell more than usual during September after rising seasonally during the earlier part of the summer. The number of housing starts, seasonally adjusted, declined in September for the second consecutive month, although the number under construction continued to rise. Construction contracts awarded declined in value during July and August and were down over the same months in 1961. For the first eight months of this year, however, they were running about 9 per cent ahead of the corresponding period in 1961. With this additional volume of work on hand employment in the industry is expected to be maintained above year earlier levels for some time.

Year-to-Year Comparisons

Employment in the third quarter was higher, on average, by 177,000, or 2.8 per cent, than in the same quarter last year. The increase was about equally distributed between men and women. The year-to-year increase in employment was shared by both sexes and all age groups.

Manufacturing employment averaged 47,000 higher than in the July-September period in 1961; Virtually all parts of the industry shared in the improvement. The most noticeable strengthening was in durable goods. Aided by subsidies, the shipbuilding industry showed a marked improvement over the year. Also showing large gains over the year were the iron and steel, electrical apparatus, motor vehicle and aircraft industries. Employment increases in non-durable goods industries were fairly general, though less pronounced. The most marked improvement in this sector was in the apparel and rubber industries.

The employment recovery in construction played an important role in the year-to-year rise in job opportunities for men. Employment in the third quarter was 25,000 higher than a year earlier. Forestry employment was a little lower than a year ago, and mining showed little or no change. Employment in agriculture continued its secular decline, falling by 13,000 over the year in spite of a substantially higher level in the Prairie region.

In the third quarter, employment in the service industry averaged 84,000 higher than a year earlier. The largest gains were in community and personal service. Trade was the only service-producing industry that failed to show a year-to-year increase in employment.

The improvement in transportation was of some significance. Under the stimulus of increased trading with foreign countries and a sharp upward trend in the volume of shipments of raw materials and manufactured goods to Canadian consumers, employment in the industry this year advanced by 23,000, or 4.3 per cent, over the third quarter of 1961. At no time during the past decade had the industry shown any noticeable signs of growth. The conversion to diesel locomotives had a dampening effect on railway employment during much

of the period and this development had an offsetting influence on employment expansion in other parts of the transportation industry.

Unemployment

The seasonally adjusted unemployment rate increased sharply between June and July as a record number of students entered the labour market at the end of the academic year. With the reopening of schools in September, however, the adjusted rate fell to 5.6 per cent, the same percentage as in May, the previous low for the year. This was close to the low point that was reached in the recovery of 1959 and well below the previous peak of 7.9 per cent reached in December 1959.

At 260,000, unemployment in September was 3.9 per cent of the labour force, in unadjusted terms. A year earlier, the rate was 4.7 per cent and in September 1960 it was 5.1 per cent.

Unemployment rates in September varied from 1.7 per cent in the Prairie region to 6.3 per cent in the Atlantic region. The rates in Ontario, British Columbia and Quebec were 3.1 per cent, 5.2 per cent and 5.3 per cent, respectively. Unemployment was considerably lower than last year in most regions; in British Columbia there was virtually no change over the year.

The September unemployment estimate was 48,000 lower than a year ago. Most of the drop was in male unemployment. Except for older workers (55 and over), unemployment was lower than a year ago among men in all age groups. The most noticeable decline was among men 25 to 34 years of age, the group that experienced the sharpest increase in unemployment in the early part of the 1960-61 recession.

In September the number of long-term unemployed (four months and over) was estimated at 80,000, a drop of 26,000 from a year ago. Included among the long-term unemployed were 50,000 who had been jobless for more than half a year. At the same time last year the figure was 63,000.

The number of workers unemployed for four months or more lags behind changes in over-all unemployment during the recovery phase of the business cycle. During the last half of 1961, total unemployment declined sharply but long-term unemployment showed no appreciable change. This year, however, the number of persons unemployed four months or more has fallen quite noticeably. In the first nine months of 1962, this group of long-term unemployment averaged 25 per cent lower than the year before and there were similar substantial reductions in the number unemployed more than six months. In September, however, the number unemployed six months or longer was still 9 per cent above that of two years earlier, although total unemployment was appreciably lower.

The stronger demand for labour benefited workers of all age groups, but particularly the 25-44 year age groups. As usual, however, the incidence of unemployment was greater among young people than it was among the more experienced members of the labour force. In September the number of unemployed in each age group, as a percentage of the labour force, varied from just over 9 per cent in the 14-19 age group to less than 5 per cent for those over 25 years old. Total unemployment in September was 3.9 per cent of the labour force, compared with 4.7 per cent at the same time last year.

In the third quarter of 1962, unemployment rates were lower than in the third quarter of 1961 in all industry groups and in all occupations. The relative decrease in the primary industries was considerably greater than the over-all average. As in the third quarter of last year, unemployment rates for labourers and for construction and transportation workers were above the national average, but the rates for office and professional and managerial occupations were substantially lower.

Nurses headed the list of shortages in professional occupations for women. A heavy demand for nurses was evident throughout the country; such areas as Medicine Hat, Port Arthur, Grande Prairie and Vancouver reported severe shortages. Many areas indicated shortages also of physical therapists, dietitians and school teachers.

As in past years, demand for qualified secretarial and clerical personnel has remained high, although the shortage eased somewhat when high school and business school graduates entered the labour market this summer. There has been little slackening in the growth of job opportunities for clerical occupations throughout the postwar period. In the last 10 years, employment in clerical occupations increased by 37 per cent, for example, as against a 19-per-cent gain in all occupations.

The seasonal upturn in construction activity resulted in an increasing demand, considerably sharper than last year, for carpenters, plumbers, bricklayers and painters. Shortages of these occupations in parts of Ontario and Quebec were reported to be acute. In the Prairies, the demand for construction workers, along with manpower required for the harvest of an exceptionally large crop, resulted in the classification of two areas as labour shortage areas.

As might be expected, demands for semi-skilled and unskilled workers were generally satisfied locally with little difficulty. A few reports of job openings remaining unfilled came mainly from apparel, shoe and textile centres in the Quebec region. Competent unskilled factory workers were scarce in a few industrialized areas in Ontario.

Operational Statistics of the NES

The extent of labour shortages may be determined to some degree through an examination of data originating with the placement operations of the National Employment Service. Each month the NES records the number and kinds of job vacancies reported and the number unfilled at the end of the month. Similarly it records the number of applications for employment, by occupation, and the number unplaced at the month end.

The ideal measure of labour shortage would be the ratio of job vacancies to the number of persons unemployed. A shortage in any specific occupation could be said to exist when the number of available jobs exceeded the number of persons available. In practice, the operating statistics of the NES are imperfect measures of labour supply and demand. For one thing, workers generally have a strong incentive to register with the National Employment Service when they are not working because such registration is a legal requirement for unemployment insurance benefits. Employers, on the other hand, have no such incentive to list their vacant jobs and tend to do so to a greater extent when workers are not readily available to them in other ways. Thus, the statistics of registrations are, on the whole, a more complete measure of labour supply than vacancies are of labour requirements. In addition, the occupations under which registrations and vacancies are listed represent groupings of related occupations and are also Canada-wide totals of many different local offices. This means that every worker in the total count of registrations cannot be matched with every vacancy because of difference in qualifications and requirements, and because geographic mobility of workers is limited.

Reflecting the lack of mobility and the imbalance between the required skills and the skills available, some 42,740 of the job vacancies reported to NES offices remained unfilled as of August 31, 1962, while at the same time 280,000 Canadians were unemployed. As pointed out above, not all employers register their vacancies with the National Employment Service. Hence, an analysis based on these data alone deals with only part of the demand for labour. Nevertheless, a comparison of the data on unfilled vacancies provides a broad indication of the relative strength of demand for various occupational skills over time. In this report, job vacancies are compared with a year ago and with 1957, a period of fairly general labour shortage.

At the end of August there were 21,214 job vacancies for males, compared with 14,952 a year ago and 14,937 in 1957. For females, the total was 21,256 this year, 18,064 a year earlier and 16,094 in 1957. From this it is apparent that vacant positions have increased more rapidly for males than for females.

Although women have accounted for an increasing proportion of total employment in recent years, and although the number of unemployed males is almost five times as high as that of unemployed females, the most frequently reported labour shortages are among the male categories. This feature of the labour demand-supply situation is indicative of the fact that women tend to retire from the labour force if employment is not available.

Compared with a year ago, the demand for labour has shown the largest increases (40 per cent and over) in mining, manufacturing, trade, service and agriculture. Within manufacturing, particular strength is now to be found in the iron and steel, transportation equipment, electrical apparatus and wood products industries.

Over the five-year period, 1957 to 1962, the number of vacancies for men increased sharply in manufacturing, service and trade. Construction was the only industry in which the number of unfilled vacancies was significantly lower this year than in 1957. In manufacturing there were 5,945 vacancies for male workers, almost double the number reported during the same months five years ago. Iron and steel products, food and beverages and electrical apparatus were among the industries registering the largest gains.

It will be remembered that the peak of the 1954-1958 business cycle was in April 1957 and that unemployment in August 1957 was only 3.1 per cent of the labour force. One would expect, therefore, other things being equal, that the number of vacancies listed with the National Employment Service would be smaller in 1962 than in 1957, and this is the situation in most regions. In Ontario, however, the job vacancies figures suggest a tighter labour market situation now than five years ago. In August 1962 the unemployment rate in Ontario was 3.6 per cent, against 2.9 per cent in August 1957. In spite of this higher unemployment rate, job vacancies for male workers have increased since 1957 by 40 per cent over all, and by 24 per cent in

manufacturing. Vacancies reported by metal working industries have shown the greatest increase over the period.

The classification of vacancies by occupation is significant from the point of view of the employer looking for key personnel, the worker, and all governments trying to cope with these needs. For Canada as a whole, the number of unfilled vacancies rose between 1961 and 1962 for all but a few occupations. The exceptions were mainly among professional occupations and included accountants and engineers. Over the past few years, the scarcity of available persons with these kinds of professional skills has become less acute as more and more graduates come out of universities. Even so, requirements for 515 engineers were still listed with the NES in August 1962, including about 300 in Ontario and some 120 in Quebec. The only other categories not showing an increase in vacancies were limited to a few occupations connected with primary textiles and pulp and paper production.

Despite the fact that the country was nearer full employment in August 1957 than in August 1962, unfilled vacancies for men in a large number of occupations are now higher than they were five years ago. Noteworthy among these are the metal working occupations, where vacancies rose from 721 to 1,370. Current vacancies for metal workers in Ontario were almost double those of 1957, and in Quebec a 75-per-cent increase was registered. Included in this category are machinists, tool and die makers, machine operators, sheet metal and structural steel workers. Demand for cabinet makers in the furniture industry also increased, as did demand for bricklayers, carpenters and painters in the construction field. Similarly, there appeared to be an increased need of cooks and chefs, salesmen and sales clerks, automobile mechanics and repairmen, and workers skilled in trades related to the production of clothing and leather goods.

A growing labour force and intensified job-finding activities of the National Employment Service have played some part in the increased numbers of job vacancies over this period. At the same time, the number unemployed is considerably higher. When these factors are taken into consideration the labour shortage situation in 1962 has not been as acute as it was in 1957. In recent months, however, the labour market has certainly been tighter than at any time since then.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	September 1962	September 1961	September 1962	September 1961	September 1962	September 1961	September 1962	September 1961
Metropolitan	—	—	3	3	9	9	—	—
Major Industrial	1	2	14	16	11	8	—	—
Major Agricultural	—	—	1	1	13	13	—	—
Minor	—	—	11	15	45	43	2	—
Total	1	2	29	35	78	73	2	—

Regional Manpower Situation

ATLANTIC

Employment in the Atlantic region in the third quarter of 1962, apart from seasonal variations, continued to improve slowly. It averaged an estimated 578,000, up 1 per cent from the corresponding quarter of 1961.

Unemployment decreased about seasonally over the quarter. It averaged 41,000—6.7 per cent of the labour force—in the third quarter of 1962, compared with 44,000—7.1 per cent of the labour force—a year earlier.

The modest increase in employment (on a quarter-to-quarter and year-to-year basis) was not attributable to any one particular industry but was widely distributed among all the major industrial divisions, except agriculture and forestry.

Manufacturing employment moved up slightly during the third quarter; developments varied in each industry. The wood and paper products industries showed increasing strength, and employment in them equalled the relatively high employment levels of last year. Employment gains in the food processing industry were about seasonal and on a par with last year.

The iron and steel industry, which has been a major weakness in the regional economy for some time, has shown recent improvements, especially in the Sydney area, where a considerable amount of rehiring has taken place over the past six months.

The transportation equipment industries experienced a slight decrease in employment during the third quarter, largely because of a slowdown in the shipbuilding and repairing industry, the result of completion of contracts and lack of new orders. At the end of July the employment index (1949=100) for this industry stood at 158.9, up 1.7 per cent from a year earlier but down 9.4 per cent from the previous month.

On the other hand, with the receipt of several large orders for box cars, the railroad and rolling stock industry increased its employment substantially, both over the past quarter and over the past year.

The construction industry remained very buoyant throughout the third quarter. Even though no large engineering projects were under construction in this region, increased residential and institutional construction has kept this year's employment level considerably above that of last year. Employment in the service producing industries edged up slightly during the third quarter, remaining fractionally above that of a year ago.

The number employed in the primary industries continued well below last year's. Throughout the first three quarters of 1962, the seasonal expansion of agricultural employment was below normal. During the quarter under review, farm employment was lower than last year by an average 14,000, or 23 per cent.

Increased mechanization, changing working patterns, and decreased demand for forestry products kept forestry employment in the third quarter below that of last year, and the quarter-to-quarter increase was much smaller than seasonal. Employment developments in the fishing industry were in line with seasonal expectations.

The closure of Dosco's No. 16 colliery in Cape Breton resulted in a decrease in employment in the coal mining industry in the third quarter from the previous quarter and from last year. This decrease was more than offset, however, by a substantial increase in metal mining.

In September, the classification of the 21 labour market areas in the region (last year's figures in brackets) was: in substantial surplus, 0 (1); in moderate surplus, 10 (8); in balance, 11 (12).

QUEBEC

Employment in Quebec, which had increased in line with seasonal expectations throughout the first six months of 1962, increased less than seasonally during the third quarter. The decrease, in seasonally adjusted terms, was in the order of 1 per cent. The employment level, nevertheless, remained substantially above last year's, averaging 1,781,000 in the third quarter, or 3.8 per cent higher than during the corresponding quarter of 1961.

Unemployment decreased less than seasonally during the third quarter, but was on average about 16,000 lower than in the third quarter of 1961. It averaged 101,000, or 5.4 per cent of the labour force, in the third quarter, compared with 117,000, or 6.4 per cent of the labour force, in the same period last year.

Farm employment followed the seasonal pattern in the third quarter and equalled the level of last year. Changes in non-farm employment thus accounted for both the less-than-seasonal increase in employment over the quarter and the substantial increase over the year.

The weakening in the non-farm sector of the regional economy during the third

quarter of 1962 was mainly in the service-producing industries. The goods-producing industries remained, as a whole, fairly stable and experienced only minor seasonal changes in employment.

Manufacturing employment showed little change in the third quarter, as gains and losses in the various industries offset one another. Virtually all industries, however, showed an increase in employment over the year.

The devaluation of the Canadian dollar, the import surcharges, and the reduction of tourist exemptions for Canadians travelling abroad stimulated activity in the textile and clothing industries. Production and employment in these industries rose considerably above the level of the previous quarter and remained consistently higher than the year before.

Although increased domestic and foreign demand for pulp and paper products resulted in greater production and shipments, employment in this industry remained stable from quarter to quarter and year to year. Employment in most other non-durable goods-producing industries showed little seasonal change but was higher than in the third quarter of 1961.

In the durable goods industries, electrical apparatus and supplies firms reported a continued improvement over the quarter and a considerable increase over the year. Employment in the iron and steel industry, which had shown a significant increase during the previous quarter, showed little change during the third quarter. Yet the entire industry, especially structural steel and heavy machinery and equipment for the pulp and paper industry, was operating at a substantially higher level than last year.

The transportation equipment industries appeared hesitant throughout the third quarter. A lag in deliveries of various essential components and a decrease in the number of orders resulted in a slight downward movement of employment in shipbuilding. But the industry continued to remain buoyant and operated at a considerably higher level than last year. Employment in the aircraft industry declined during the third quarter and over the year as a result of slackening in demand and changing working patterns. The railroad and rolling stock industry showed little over-all change.

The construction industry remained strong. The quarterly increase in employment was in line with seasonal expectations; the gains from last year were substantial. Residential construction was at a high level: housing starts during the first seven months were about 11 per cent higher than during the corresponding period last year. Non-residential construction declined somewhat over the quarter and over the year as gains in business construction, especially institutional construction, were more than offset by a continued decline in industrial and engineering construction.

Employment conditions in the forestry industry improved seasonally between the second and third quarter. Increased mechanization, poor weather conditions, and reduced production showed their effects in the year-to-year comparison. Employment in forestry during the third quarter averaged about 10 per cent lower than last year. As of September, the total cut for the current year was 12 per cent below last year's.

The increase in employment in the service-producing industries was slightly below normal for this period of the year. Employment in both the trade and service industries increased less than seasonally. Trade employment over the year has declined somewhat despite the increased value of sales. Employment in finance, public utilities and transportation, after seasonal adjustments, remained stable throughout the past year.

The decline in unemployment over the year was not large enough to affect the classification of the 24 local labour market areas. In September, the classification of the labour market areas in the region (last year's figures in brackets) was: in substantial surplus, 1 (0); in moderate surplus, 11 (12); in balance, 12 (12).

ONTARIO

The Ontario economy continued to expand during the third quarter of 1962, but at a diminishing rate.

Revised labour force data show that between the first quarter of 1961 and the second quarter of 1962, new jobs have been provided at the seasonally-adjusted rate of 4,600 a month, whereas jobs increased at only half this rate between the second and third quarters of 1962. As a percentage, the cumulative gain in employment since early 1961 amounted to 3.6 per cent.

In the third quarter, farm employment kept showing a slight tendency to fall, but the non-farm sector remained buoyant, with moderate gains in mining, utilities, transportation and trade.

Apart from the seasonal increase, employment in construction was steady after rising for two consecutive quarters. As a result of increased outlays for institutional

and commercial building, non-residential construction has been particularly active in recent months. Housebuilding activity, on the other hand, was no higher than a year ago. For the construction industry as a whole, the cumulative employment gain since the first quarter of 1961 stood at about 2 per cent.

Manufacturing employment, which accounts for some 30 per cent of total employment in Ontario, also held steady in the third quarter after rising continuously for five consecutive quarters, and showed a 6-per-cent gain from where it stood in the first quarter of 1961. Minor gains in iron and steel products and textiles during the third quarter were offset by losses in foods and beverages, non-ferrous metal smelting and refining and electrical goods.

Steel mill operations continued at near capacity level in the third quarter, and sizable employment gains were recorded in foundries, sheet-metal and machinery plants; the latter benefited from the increased spending on machinery and equipment across the country. Little basic improvement was apparent as yet in factories producing agricultural implements.

Model changeovers in the automobile industry were accomplished in record time during the quarter, after which employment was resumed at about the level that prevailed before the change. Cars and trucks were being produced at a rate some 4 per cent above that of the record year of 1953, and some 28 per cent above that of last year; employment, meanwhile, had decreased by 17 per cent since 1953 and increased by 9 per cent from 1961. Aircraft plants did some additional hiring in the third quarter, but the situation in the railway rolling stock industry remained unchanged after some gains in the second quarter.

Elsewhere in the durable goods industries, a high level of employment still prevailed in the electrical goods industry and in plants turning out wood, non-metallic mineral and non-ferrous metal products. Employment in metal smelters and refineries and in the electrical goods industry, however, after seasonal adjustment showed a slight decline from the previous quarter.

The textile industry expanded operations during the third quarter. Although fairly general, this greater-than-seasonal rise was particularly noticeable in synthetic fibres. Rubber, leather and clothing, along with papers and chemicals, maintained their level of activity, but employment in foods and beverages increased less than usual.

A less-than-seasonal increase occurred in farm employment. Logging and mining employment rose, however, as cutting operations increased in view of the continuing low pulpwood inventories. Miners were being favoured by development work in the northeastern part of the region and by market conditions for iron ore and silver.

With an increase in freight business, transportation firms hired some additional workers in the third quarter, as did firms in the expanding communications industry.

Increased spending by tourists and residents led to a greater-than-seasonal rise in the number employed in wholesale and retail stores, as well as in establishments providing personal and recreational services.

In finance, insurance and real estate, as well as in large sectors of the service industry, there were few fluctuations and employment was steady. Since early 1961, employment in trade and service has increased by 5 and 3 per cent respectively.

Unemployment increased more than seasonally between the second and third quarters of 1962, because more students have been looking for work than in former years. But, averaging 86,000, or 3.5 per cent of the labour force, it was substantially lower than the 97,000, or 4 per cent of the labour force, in the third quarter of 1961.

In September, the classification of the 34 labour market areas in the region (last year's figures in brackets) was: in balance, 28 (24); in moderate surplus, 6 (9); in substantial surplus, 0 (1).

PRAIRIE

Employment in the Prairie region showed a further rise during the third quarter of 1962, after allowing for seasonal factors. Farm employment accounted for most of the increase, mainly because of the additional manpower required to harvest a grain crop estimated to be more than twice the size of last year's and the biggest since 1956.

The non-farm sector showed little growth for the second consecutive quarter, although a high level of activity was being maintained in all industries.

Since the first quarter of 1961, total employment in the region has increased by about 5 per cent. This seasonally-adjusted increase was shared proportionately by the farm and the non-farm sectors. Prairie farms employed an estimated 347,000 workers in September, about 9 per cent more than last year.

Commercial and institutional building has been particularly active throughout 1962, and this has more than offset a decline in engineering construction. More houses were under construction in the third quarter than

last year, even though the rate of housing starts only equalled that of a year ago. As a result, employment in the industry has increased by 7 per cent since early 1961, but most of this had been realized by last January.

Like construction, manufacturing has been steady ever since the beginning of the year. Since early 1961, however, only modest employment advances have taken place, and these were largely limited to the iron and steel products, building materials and clothing industries. In the third quarter, small gains in wood, clay and steel products were offset by the lesser activity of the meat packing plants. Some steel fabricators were finding new markets in the northern areas of the United States as a result of devaluation.

Little change took place in mining and transportation during the third quarter, but some advance was reported in electric and gas utilities.

With a good crop in store, a general increase of activity in trade and finance was reported by the end of the quarter. Employment in the service industry remained unchanged.

Unemployment fell more than seasonally between the second and third quarters of 1962, mainly as a result of the increased demand for farm workers. It averaged 23,000, or 1.9 per cent of the labour force, in the third quarter of 1962, compared with 34,000, or 2.9 per cent of the labour force, in the same period a year earlier.

In September the classification of the 19 labour market areas in the region (last year's figures in brackets) was: in moderate surplus, 0 (1); in balance, 17 (18); in labour shortage, 2 (0).

PACIFIC

Employment in the Pacific region followed the seasonal pattern between the second and third quarter of 1962, remaining about 4 per cent above the comparable 1961 total. Unemployment was considerably lower than a year earlier, on average.

The seasonal expansion in non-agricultural employment in the third quarter was widely distributed among the various industries. Employment in manufacturing remained firm as a result of the strong domestic and foreign demand for durable and non-durable consumer goods, the devaluation of the Canadian dollar, and favourable weather. At the end of July, the employment index (1949=100) for the manufacturing industry stood at 131.4, up 3.5 per cent from last year. The three largest manufacturing industries in the region—wood products, paper products and food processing—were the main contributors to the employment advance. The shipbuilding, iron and steel and non-ferrous metal products industries, however, experienced the largest percentage gains both over the quarter and over the year. Especially noteworthy was the increase in employment in shipbuilding. The employment index for this industry was 23 per cent higher than last year.

In the construction industry, employment was substantially higher than last year. Residential and institutional construction accounted for this improvement; industrial, commercial and engineering construction did not equal last year's level of activity.

Conditions in the forestry industry improved both over the previous quarter and the previous year. The improvement was due mainly to expanding markets abroad for low grade lumber. Agricultural employment was at the same level as last year. After seasonal adjustment, the other primary industries—fishing and mining—showed little change from a year ago.

With economic conditions in the Pacific region remaining generally strong and stable, employment in the service-producing industries held firm. Activity in wholesale and retail trade increased moderately during the quarter and employment equalled that last year. The service industry, especially personal service, remained buoyant during the quarter, and the number employed remained slightly above that of last year.

During the third quarter unemployment averaged 31,000, or 5.1 per cent of the labour force, compared with 36,000, or 6.1 per cent, in the corresponding quarter of 1961.

In September, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 2 (5); in balance, 10 (17).

Very little unemployment existed in the Kitimat area, although the demand for workers was not overly acute.

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		St. John's Vancouver-New Westminster Windsor (Leamington)	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull →QUEBEC-LEVIS Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean	Corner Brook Cornwall Farnham-Granby Joliette Moncton New Glasgow →OSHAWA Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford Fort William-Port Authur Guelph Kingston Kitchener London →NIAGARA PENINSULA Sarnia Sudbury Timmins-Kirkland Lake Victoria	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		THETFORD-MEGANTIC-ST. GEORGES ←	Barrie Brandon Charlottetown Chatham Lethbridge Moose Jaw NORTH BATTLEFORD ← Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		BRIDGEWATER ← Campbellton Fredericton GALT ← Gaspe Lindsay Newcastle Prince George-Quesnel STE. AGATHE-ST. JEROME ← ST. JEAN ← Valleyfield	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Central Vancouver Island Chilliwack Cranbrook Dauphin →DAWSON CREEK Drumheller Drummondville Edmundston Goderich →GRAND FALLS Kamloops Kentville →KITIMAT Lachute-Ste. Therese Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore →RIMOUSKI St. Hyacinthe St. Stephen St. Thomas Sault Ste. Marie Simcoe Sorel Summerside Stratford Trail-Nelson Truro	→SWIFT CURRENT Weyburn

Group 3 (Concl'd)

Victoriaville
Walkerton
→WOODSTOCK, N.B.
Woodstock-Tillsonburg
Yarmouth

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 642, June issue.

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49th Annual Convention of the International Association of Personnel in Employment Security

Marcel Guay, Quebec Regional Director of Unemployment Insurance Commission, elected Association's 37th President—the seventh Canadian to hold that office

Eaton's Montreal

Marcel Guay

A Canadian was unanimously elected President of the International Association of Personnel in Employment Security at the organization's 49th annual convention. He is Marcel Guay, C.A., Regional Director of the Quebec Region for the Unemployment Insurance Commission.

The Association's 37th president, Mr. Guay is the seventh Canadian to hold the office, and the first from the province of Quebec. He served as First Vice-President last year and as Second Vice-President the year before.

Commissioner A. F. MacArthur of the Unemployment Insurance Commission brought the greetings of the Canadian Government and of the UIC to the convention, but there were no Canadians among the leading speakers at this year's convention.

Keynote Address

The theme of the convention was "Adjusting to Automation," and the keynote address was delivered by Seymour Wolfbein, Director of the United States Office of Manpower, Automation and Training, who described the head-on collision of automation with the coming of 26,000,000 new recruits to the American labour force as one of the great challenges of this decade.

"The common denominator linking together the unemployed, particularly the long-term unemployed, is their lack of skill," Mr. Wolfbein said. "We might proceed on the assumption that everyone can be trained and that everyone needs to be trained," he continued.

The school drop-out rate was 22 per cent, which would mean that of the 26,000,000 newcomers to the labour market, 7,250,000 were drop-outs, the speaker said.

Three points he made were: that everyone can be trained, that everyone needs to be trained, and that every place needs training.

Training

The best way to get training is on the job, said Louis Levine, Director of the U.S. Employment Service, another of the speakers at the convention. "The greatest resource for training of our manpower in the United States is in our employed work force. Even when we talk about a 5-per-cent unemployment rate seasonally adjusted, we must not forget that 95 per cent of the work force is employed," he said

The more unemployment is studied, Mr. Levine pointed out, the more it is discovered that there are various kinds of unemployed and various causes of unemployment. There is no single formula for dealing with all types of unemployment.

Retraining Displaced Workers

Retraining displaced workers is the basic solution to the relief of the effects of automation on employment, Walter Buckingham, Director of the Georgia Institute of Technology's School of Industrial Management, told the delegates.

There is no doubt that automation improves working conditions, increases demand for skilled workers and professionals, and decreases the demand for unskilled workers, he said. Those who suffer most from the effects of automation are those who have not completed high school and those 45 years of age and older.

It is usually impossible, the speaker said, for an unskilled worker of 47 years of age, with only Grade 6 education, and who has been doing odd jobs all his life, to be retrained to become an electronic technician; and workers of this type can be counted in the millions, he added.

Studies by the U.S. Bureau of Labor Statistics showed that as a result of automation in many industries more than 90 per cent of the workers had to develop new skills. They were not merely higher skills, but different skills.

"This is one of the things that gives me hope, because there might be a considerable number of people who are not capable of developing higher skills, but the effect of automation is not so much to require higher skills but to require a person to do several different things on about an equal level," Mr. Buckingham stated.

"Automation Not Villain"

"In the moving picture of unemployment in this country, automation is not the villain it has been pictured to be," asserted Kenneth D. Cassidy, Vice-President of Industrial Relations for the Ford Motor Co.

The "automation alarmist" argued that unemployment has been getting steadily worse since 1953; and "since unemployment has been going up while automation had been reducing the amount of labour needed, it must follow that automation is causing unemployment." But Mr. Cassidy questioned the assumption that unemployment had been rising during the past decade.

"I see nothing here to indicate a trend. What I do see is that since 1958 something has gone wrong with our economy to interfere with the rate of economic growth we should have, and that we need to keep employment up and unemployment down."

Even if it were conceded that unemployment had been going up steadily for 10 years, this would not prove that automation was the cause. "If the total amount of production and consumption were fixed, then of course rising productivity resulting from automation and other causes would reduce the number of jobs. But production and consumption are not fixed. Indeed, they go up most rapidly when productivity is also rising rapidly, thus more than compensating for the reduction in the amount of labour needed to produce a given amount of goods," Mr. Cassidy argued.

The real problem facing the nation, he asserted, was not automation but lack of sufficient economic growth. The solution was to provide more jobs, not to compensate for the effects of automation. Industry's efforts to provide those jobs through added investment had been hampered by, among other things, the "progressively tighter profit squeeze of the postwar period."

Figures produced by the "doomed-by-automation school" to show that, in coal mining, railroads, steel and various other industries, employment has been declining or remaining stationary showed only that job opportunities are shifting, not that they are being reduced, according to Mr. Cassidy. "All such figures tell us is that the economy is changing at different rates in different industries."

The relatively low number of low-skilled jobs in our economy has been going down, and the average level of skill and ability requirements has been going up for many generations, he said. "This shift has been possible because of the rising level of skills, abilities and education among the American people. It is not a problem, in itself. In fact, these changes are responsible for a large part of our economic growth."

Labour's View

John Rooney, assistant to the Secretary-Treasurer of the United Steelworkers, said that "If it is true that automation will eventually create more jobs than it destroys, it is equally undisputed that there will be a serious dislocation of people in the meantime. We of labour do not hesitate to say that we feel certain things are absolutely necessary in planning" to meet this situation.

The most caretul planning must be done by all segments of the economy, particularly government, business and labour, the speaker said. Labour considered the following things to be needed in this planning:

An ever-expanding economy and improved standard of living for an ever greater number of people, retraining of workers both before and after layoff, increased unemployment benefits for longer periods, increased supplementary unemployment benefits, earlier retirement at greater retirement pay, fewer hours of work, greater share for labour of the fruits of increased productivity, and an entirely new school system to enable graduates to compete in the labour market of the future.

Computers

Americans must become accustomed to the idea of life-long training and life-long learning in this second industrial revolution, Charles R. Bowen, Director of Educational Affairs for International Business Machines Corp., told the delegates.

The first industrial revolution, he said, was an extension of man's muscle power, and the second revolution is not industrial at all, but rather "an extension of the power of man's mind, an intellectual revolution."

Mr. Bowen thought that there was a vicious circle in which "we have a shortage of highly-trained, highly-skilled people, which will slow our economic growth rate, which aggravates and makes worse the situation at the lower and, where we have the surplus of unemployed," which includes those with the least schooling.

(*Continued on page 1193*)

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International Great Plains Conference

Annual International Northern Great Plains Conference on Special Education and Rehabilitation told that need is for educated workers not merely trained workers. National Co-ordinator, Civilian Rehabilitation, is among the speakers

The twelfth annual meeting of the International Northern Great Plains Conference on Special Education and Rehabilitation was held at the University of Alberta in Edmonton in August. Designed to bring together workers in the fields of special education and rehabilitation from the provinces of Alberta, Saskatchewan and Manitoba and from the states of North and South Dakota, Montana and Wyoming. The conference provides an opportunity for an international exchange of knowledge and experience in the varied aspects of their work.

Keynote Address

Dr. Edgar A. Doll, Consulting Psychologist in the public schools in Bellingham, Wash., gave the keynote address, entitled "What are the Challenges." Dr. Doll stressed the importance of imagination and initiative in preparing the disabled for their future.

He stated that he had found that everyone had some area of special interest or competence that could be developed in a realistic way to be applied in some occupation. Stereotype and traditional methods must be replaced by realistic approach.

In emphasizing the need for competent teachers, he pointed out that what we need in rehabilitation and special education are educated workers in these fields rather than merely trained workers. Training in itself is only a background against which those working in this field must become educated as to the total needs of the job.

"Education for Living"

Dr. Henry R. Ziel, Professor of Education at the University of Alberta, speaking on "Education for Living", emphasized the importance of educating all individuals to a full realization of the type of world in which they will work. He suggested that there be included in the school curriculum a course in Industrial Arts, including study of sources of energy available in the world today, new materials that are at our command, new scientific developments which could be applied in so many fields and the changing society in which we must work. Against such a background all who receive this training would be better equipped to enter any type of employment with a fuller realization of the new resources at their disposal.

The place of the handicapped in society was the subject of talks by Ian Campbell, National Co-ordinator Civilian Rehabilitation, who outlined the present-day situation, and by Capt. M. C. Robinson, Regional Director, Canadian National Institute for the Blind, Vancouver, who spoke on the prospects for the future.

Mr. Campbell reviewed the progress of rehabilitation attitudes and development of programs in many countries. He referred briefly to new legislation in Canada under which services and facilities may be expanded to bring needed treatment and training to all disabled individuals.

Capt. Robinson talked of the great advances that have been made in meeting the problems faced by the disabled and cited further advances that could be made by application of modern scientific developments and techniques to bring about great widening of opportunity for all disabled persons.

Importance of Co-ordination

Dr. Allan Roeher, Provincial Co-ordinator, Civilian Rehabilitation, Saskatchewan, emphasized the importance of proper co-ordination of services, a better approach to assessment, and complete co-operation between governments, voluntary agencies and the whole field of education if we are to make maximum use of all our resources.

Thomas Moody of Edmonton, representing employers on a panel discussing the placement in employment of handicapped persons, was critical of those working in rehabilitation. He stated that those who were trying to secure suitable employment for the disabled had an excellent product to sell, but did a poor job of selling. The qualities of reliability and determination that disabled persons possess were the qualities that every employer is seeking. The rehabilitation worker was much too apologetic in approaching employers and should approach them with confidence, as placing a reliable disabled person at work was doing the employer a favour.

A number of group sessions provided opportunity for an exchange of ideas and experiences on a broad range of matters relating to the education and rehabilitation of disabled persons.

Older Workers: Training and Education

One cause of age discrimination in employment is number of persons past 40 who lack education and skills needed in many of today's jobs. But opportunities for training greater in Canada today than ever before, radio broadcast asserts

One cause of age discrimination in employment is that too many of the generation now past 40 lack the education and skills necessary for many of the jobs in modern industry, it was asserted in a broadcast last month in the Department's weekly radio program, "Canada at Work".

No employer, no matter how much he may appreciate the qualities of maturity offered by middle-aged and older workers, can afford to hire a person who lacks the education or training required for the job.

It is, therefore, imperative that workers of all ages strive constantly to broaden their knowledge, education and skills, the speaker said. Learning should not stop when we leave school but should be a continuous process throughout life.

Opportunities for training and improving educational qualifications in Canada today are greater than ever before. In most urban areas night classes are conducted in high schools, vocational and technical schools and in many universities. These courses cover a variety of subjects. Correspondence courses are available. The federal-provincial vocational and technical training program provides courses of training for many occupations and most of the courses have no age limits for entry.

In the field of apprenticeship—once considered the exclusive area of youth—most provinces have removed upper age limits from entry to apprenticeship in many skilled trades. Many employers are taking positive steps to encourage their employees to take training to improve their qualifications so that they may be upgraded to more secure jobs.

Our modern culture has given rise to some incorrect assumptions about learning ability. We tend to associate learning with schools, universities and with *youth*. The modern world is inclined to divide people into specific age groups as childhood, youth, adulthood, middle age and old age, and learning is generally associated with childhood and youth. This attitude does not take into account individual ambitions, needs and abilities, nor the fact that human beings are fundamentally the same regardless of age. Human hopes, individual preferences, likes and dislikes, desires and needs, together with the rights of citizenship, do not disappear with advancing years. Nor does ability to learn if there is a thirst for knowledge.

It is important for the mature worker who is unemployed or might at any time face unemployment to strive to improve his education and skills. By so doing he increases his chances of re-employment.

It is important, too, for the young worker to do the same. He may be proud today of his skill and ability at some particular trade or vocation. Fifteen or twenty years from now, when he becomes an older worker, his present occupation may have been rendered obsolete by the advances of technology. He should be preparing himself all through those years for other work if and when it becomes necessary.

Research into methods of training is going on in many parts of the world. Older persons have, in many cases, successfully completed courses that were basically designed for young people. Research has indicated, however, that traditional methods of instruction are not always suitable for older persons. For example, courses which entail a great deal of memory work can be difficult for people in their forties and fifties who are not accustomed to memorizing.

An experiment in the United Kingdom indicated the advantages of eliminating unnecessary memorizing. Twelve housewives between the ages of 30 and 50 were divided into two groups of six. One group was given training in invisible mending by the traditional exposure method: sitting beside an experienced mender and being taught each weave. Training under this system normally took from six months to two years.

The second group was given practice on a specially woven large-scale weave and were told to copy it on a frame using thick elastic instead of thread. They were enabled to see the detail of the weaves and to learn without serious mistakes. Using industrial magnifiers, they gradually transferred to smaller weaves. In a matter of hours this group was able to mend at a rate which younger people, trained by the traditional method, took weeks to attain. In this method the need for memorizing was reduced to a minimum.

CBC Conference: The Real World of Woman

Conference deals with four inter-related areas of women's life: education, work, family life, community participation. Because it typifies the changing world of women, increasing employment of women outside home was focus of discussion

"Women are not only an essential but also a distinctive part of manpower resources in an industrialized society—distinctive because the structure and substance of the lives of most women are fundamentally determined by their functions as wives, mothers, and homemakers." This statement was made by Dr. Henry David, President, New School for Social Research, New York, in his evaluation of the Canadian Broadcasting Corporation Conference, "The Real World of Woman," held at the University of Toronto, September 6-9.

The Conference had dealt with four interrelated areas of women's life: education, family life, work, and community participation. Discusssion centred on the increasing employment of women outside the home, because this typifies the changing world of women.

The personnel of the Conference included representatives of women's organizations, professional associations, industry, government, church groups and the general public. The program was carried out through a combination of television and radio with audience participation in plenary sessions and discussion groups.

Growth and change in technology, the extension of urbanization, new patterns of marriage and child-bearing, and the erosion of traditional attitudes and values—all these have contributed to an unprecedented freedom of choice for women. The purpose of the Conference was to confront the resulting confusion, define trends and look for answers to some of the emerging problems.

Dr. Mirra Komarovsky, Chairman, Department of Sociology, Barnard College, Columbia University, in the opening session, analysed the causes and effects of changes in the lives of women in today's society. A certain equilibrium in the roles of the sexes had been disturbed, she said, with the result that society had become a mass of contradictory values and institutions. "Men as well as women are victims of this confusion, for there is no women's problem which is not also a problem for men."

The problems persist because "in the face of change we often cling all the more desperately to familiar definitions in the vain hope of forcing recalcitrant conditions to turn back. Woman's life could be enormously enhanced by a shift in public attitudes and imaginative social inventions."

In four workshops, each centred about a particular phase of woman's life, panels of speakers carried the subject further and smaller discussion groups gave opportunity for expression of individual opinions. No aspect of Canadian society and no institution was immune from scrutiny.

The need for more adequate provision for adult education was stressed. For instance, educational institutions should allow of more flexible opportunities for women to broaden their horizons through continuous learning. Some universities in the United States have been experimenting with retraining institutes, refresher courses and counselling for middle-aged women to help them into some serious pursuit, either paid or voluntary, but Canada has scarcely begun to turn to this subject.

The advantages of part-time jobs to assist women to combine more effectively their home and job responsibilities were underlined. Although such jobs may not be feasible in every occupation, the possibilities for economically sound and socially advantageous use of part-time workers have yet to be explored.

Better means of day care for the children of working mothers were also believed to be necessary. Without the assurance that their children are safe, mothers can not concentrate on their jobs. Careful surveys should be made of the needs in individual communities. Good standards of care should be established by law and better facilities set up for training people for work in day care centres.

Attention was directed also to the situation of the mother who stays at home: her round-the-clock responsibility for young children, the loneliness of a house without other adults, the isolation of suburbia, her anxiety in relation to her responsibilities as a mother, and the sense of being tied down.

Services such as nursery schools might be helpful for both mothers and children but, it was pointed out, changes in attitudes were also necessary. The mother's need for time of her own apart from her children needed to be recognized.

Equally important was a firmer social expectation that as children grow older and demand less of her time, the mother would turn to some worthwhile pursuit, voluntary or paid. Even more fundamental was the need for public acceptance of marriages in which both husband's and wife's share of economic and domestic activities are more evenly balanced.

The modern woman's freedom of choice was one of the attributes of a free society. Each in her own way had to work out her own life. The great need now was to widen the range of accepted social patterns to suit the great variety of personalities and circumstances.

The Conference may well have raised more questions than it answered. The full impact of the discussions, Dr. David predicted in his evaluation, will be more evident two years from now. Meanwhile, as one delegate said, "the experience was a good corrective for opinionated thinking."

The Proceedings of the Conference may be obtained from the Canadian Association of Adult Education, 113 St. George Street, Toronto 5, Ont., at $1.00 a copy.

Women in the Canadian Labour Force

The number of women in the Canadian labour force has increased markedly in the post-war period. In the three years immediately after the war, the number of women in the labour force declined slightly, but thereafter the female labour force began to grow at an increasing rate, particularly from 1953.

The average annual rate of increase in the labour force between 1953 and 1961 was 4.8 per cent for women compared with 1.6 per cent for men. In a total labour force averaging 6,518,000 in 1961, there were 1,736,000 women, and of these 821,000 were married.

Changes in the female labour force in the 15-year period, 1946-61, were reported by the Dominion Bureau of Statistics in the *Labour Force Survey* for August.

The increase in the female work force during this period consisted largely of women who either re-entered or remained in the labour force after marriage. Only 12.1 per cent of all married women were in the labour force in 1953; by 1961 their participation rate had reached 20.8 per cent.

By contrast, the rate for single women declined from 53.4 per cent to 51.4 per cent during the same period, and there are now more married than single women in the labour force. In 1961 the proportions were: 47.3 per cent married, 42.5 per cent single and 10.2 per cent "other," which includes women who were widowed, divorced or legally separated.

The growing participation of married women in the labour market has made a significant alteration in the age distribution of the female labour force. In 1946, women aged 25-64 constituted just over one half of the female labour force. By 1961, women in this age group constituted almost two-thirds.

These trends are also reflected in the participation rates of different age groups (i.e., the number of women in the labour force as a percentage of all women in the same age group).

Since 1946 the labour force participation rate for women 45-64 years of age almost doubled, and the rate for the group 25-44 years of age increased substantially, from 23.2 per cent to 29.1 per cent.

For the 20-24 age group, the participation rate dropped sharply from 48 per cent at the beginning of the period but then partially recovered, levelling off at about 47 per cent until 1959. In the last two years the rate has been rising and is now slightly higher than in 1946.

The rate for those 14-19 years of age, on the other hand, did not recover after an initial sharp decline but followed an irregular downward course. This reduction in labour force activity by young women reflects the greater stress that is being placed on the importance of education. In 1953 the proportion of young women 14-19 years of age going to school was 40.2 per cent, but in 1961 it was 47.1 per cent.

Labour force attachment of women 65 years of age and over has been small and their rate of participation has fluctuated narrowly around 5 per cent.

A certain amount of seasonality is attached to female labour force activity. There is, for example, an influx of students into the labour market during July and August each year. In 1961, the number of young women 14-19 years of age in the labour force increased by 58,000 between June and July. Conversely, a substantial number of women, among them mothers of children of school age, withdraw from the labour market at this time and re-enter in September. In 1961, women 25 years of age and older in the labour force numbered 1,178,000 in June, 1,126,000 in August and 1,173,000 in September.

COLLECTIVE BARGAINING REVIEW

Collective Bargaining, Third Quarter, 1962

In the summer months of 1962 collective bargaining activity in Canada was extensive in the railway and trucking industries, the brewing industry, pulp and paper, logging and sawmilling, and the telephone industry. Important new agreements covering large numbers of employees were reached in these contract negotiations. Major settlements were also concluded during the summer in aircraft manufacturing, electric power, and other industries.

In the trucking industry in Quebec and Ontario, two major strikes came to an end during July with the signing of new master agreements between the **Teamsters** and companies represented by the **Motor Transport Industrial Relations Bureau**. These agreements were signed for a longer term than any other major contracts negotiated in 1962.

On July 6 eight trucking firms operating out of Montreal signed a master agreement of four years duration with the Teamsters after a 12-week work stoppage. Three other companies that had participated in these negotiations had signed agreements with the union separately. The master agreement provides for hourly wage increases totalling 26 cents for employees based in Montreal and of 30 cents for employees working in the branch depots. Improved vacation provisions, higher company contributions to life, medical and surgical insurance and weekly indemnity plans as well as a uniform normal work week of 50 hours for the eight companies are other terms of the settlement.

In Ontario, the Teamsters reached a settlement covering approximately 8,000 dockmen, checkers and drivers and 1,000 mechanics. Sixty-six firms were initially engaged in the negotiations, but a few of these concluded separate agreements in June so that 53 companies participated in the general settlement. For the dockmen, checkers and drivers, a four-year agreement providing for wage increases of 19 to 22 cents an hour was signed, and a 44-month contract was concluded giving a total wage increase of 24 cents an hour to skilled mechanics.

The settlement in Ontario also provided for company contributions of $12 a month per employee for health and welfare insurance; in addition, the companies and employees will each make monthly contributions toward a pension plan of $3 in 1962, $4 in 1963 and $5 in 1964 for each employee covered by the agreements.

Job security for employees affected by piggyback service or contracting out to owner-operators was an important issue during the trucking industry negotiations. It was agreed in the settlement negotiated in Montreal that highway drivers would be "protected" from loss of trips occasioned by the use of piggyback. Under the agreement covering Ontario drivers, the companies shall meet with the union with a view to reallocating employees before subcontracting loads by piggyback or owner-operator (broker) operations; moreover, no employee with three or more years of seniority shall lose a job through the introduction of piggyback or broker operations.

Toward the end of August, the 15 unions representing more than 100,000 non-operating employees of the **CNR, CPR** and five other railways reached a new agreement with the companies after nine months of negotiations. Embodied in the settlement were the unanimous recommendations of a conciliation board under the chairmanship of Mr. Justice F. Craig Munroe of the Supreme Court of British Columbia (see page 1181).

The board had recommended a two-year agreement with four wage increases totalling 8 cents an hour and the creation of a fund at a cost of 1 cent per employee-hour worked for the purpose of establishing a plan to provide for severance pay, supplementary unemployment benefits and the retraining and reallocation of workers who would be affected by changes in methods and operations. In the matter of job security, the unions' original demand was for a formula designed to limit any reduction in the number of employees with five or more years' seniority to 1 per cent annually.

On August 30, the recommendations of the conciliation board members appointed

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

to assist in the negotiations between the **Brotherhood of Railroad Trainmen** and the **CPR** were released (see page 1152).

The chairman of the board, Judge John B. Robinson, recommended that the parties continue negotiations; he stated that it was almost impossible for the parties to ignore an earlier 31-month agreement between the Trainmen and CNR which had granted a total wage increase of 8 per cent, and that he could not be expected to depart from the recommendation of a three-year contract raising wages by 6½ per cent he had made in the course of conciliation between the union and the CNR.

The company nominee, Mr. R. V. Hicks, Q.C., recommended a three-year agreement with a total wage increase not exceeding the 6½ per cent granted in other railway settlements during the year.

Senator A. W. Roebuck, Q.C., the union nominee, proposed a wage increase of 8 per cent over 31 months, which the Trainmen had requested as their irreducible minimum.

Members of the Trainmen voted late in September to go on strike and subsequently set October 29 as the strike deadline if a satisfactory settlement was not reached.

Collective bargaining in the Canadian automobile industry was completed in July when the **United Auto Workers**, after having negotiated three-year contracts with General Motors, Ford Motor Company, Studebaker-Packard and Chrysler Corporation in previous months, signed a three-year agreement covering 750 employees of **American Motors**.

The settlement provided for three annual wage increases of 6 cents an hour during the life of the contract, with 2 cents of the initial increase being applied to the cost of welfare plans. Other features of the American Motors settlement include higher group life insurance and weekly indemnities and the adoption of an S.U.B. plan. The company also agreed to assume the full cost of employees' medical and hospital insurance, which had hitherto been contributory plans, and to negotiate a pension plan in the third year of the contract.

Also negotiated by the United Auto Workers was a three-year agreement with **DeHavilland Aircraft**. This settlement resulted in base rate increases amounting to 18 cents an hour over the period of the agreement as well as increases in sickness and accident benefits and pensions. It was agreed in the settlement that an S.U.B. plan would be established and include such features as the short work week benefit and separation pay that are characteristic of plans in other UAW agreements.

A union security provision in the new DeHavilland Aircraft agreement and the company's acquisition of the **Avro** and **Canadian Applied Research** Divisions of Hawker-Siddeley (Canada) in July gave rise to a dispute over bargaining rights. The majority of plant and office workers of A. V. Roe were covered by contracts with the **Machinists** but, because of a union shop provision at DeHavilland, were required to join the United Auto Workers after the merger as a condition of continued employment.

The Machinists and a smaller union, the **Canadian Union of Operating Engineers,** applied to the Ontario Labour Relations Board to retain their bargaining rights. The matter was referred to the Supreme Court of Ontario, which issued an injunction temporarily suspending application of the compulsory membership provision in the UAW agreement to the former Avro employees.

In August the **Brewery Workers** and the brewing and distributing companies in Ontario signed three-year agreements that give hourly wage increases amounting to 22 cents to approximately 3,000 employees. The firms party to the settlement are **Canadian Breweries, Carling Breweries, Dow Brewery, Molson's Brewery, O'Keefe Brewing Company, Brewers Warehousing Company,** and **Canadian Breweries Transport**. The settlement with the Brewery Workers also extended to the employees of **John Labatt** in Toronto and the company's plant in London signed a similar agreement with the **National Brewery Workers,** a CLC-chartered local.

In addition to wage increases, the settlement in the brewing industry provided for a guaranteed weekly wage of $45 in 1962, $46 in 1963 and of $47 in 1964 for single employees ($55, $56 and $57 for married workers) payable for 10 to 52 weeks, depending on length of service, a higher sickness and accident indemnity, and fully-paid hospital and medical insurance for employees and future pensioners.

During the summer, the Brewery Workers continued negotiations with **Dow Brewery** in Montreal and Quebec and with breweries in Winnipeg.

In Ontario's electric power industry, arbitration proceedings followed the prospect of a province-wide strike after the **Public Service Employees** rejected the recommendations contained in the majority report of a conciliation board (L.G., March, p. 315). The work stoppage was averted by special legislation prohibiting strike action and calling for compulsory arbitration of the dispute.

At the end of July, the award of H. Carl Goldenberg, arbitrator between the union and the **Ontario Hydro Electric Power Commission**, was released. The award was a three-year contract embodying wage increases totalling 7½ per cent for hourly-rated workers, 6½ per cent for salaried personnel and extension of the existing escalator formula for hourly-rated workers to salaried employees as well.

In the pulp and paper industry, ten settlements applying to more than 15,000 employees in eastern Canada were concluded during the third quarter; nine of these settlements were for a term of one year, and one agreement was for a two-year term.

One-year agreements incorporating a wage increase of 5 cents an hour were signed by the **Paper Makers** and the **Pulp and Paper Mill Workers** and several companies in Nova Scotia and Quebec—**St. Lawrence Corporation, Anglo-Canadian Pulp and Paper, James MacLaren Company** and **Bowaters Mersey Paper**, which had carried on joint negotiations, as well as **E. B. Eddy** and **Quebec North Shore Paper.** The **Pulp and Paper Workers' Federation** (CNTU) also signed a contract providing for a general wage increase of 5 cents an hour for **Price Brothers** employees.

In Ontario, **Howard Smith Paper Mills** agreed to increase wages by 5 to 8 cents an hour in a one-year agreement with the Paper Makers and the Pulp and Paper Mill Workers and to grant additional wage adjustments upon the introduction of seven-day operations.

Other one-year agreements negotiated by the Paper Makers and the Pulp and Paper Mill Workers were with **K.V.P. Company** in Ontario and **Rolland Paper** in Quebec; in these contracts, provision was made for a general wage increase of 4 cents an hour with female employees of Rolland Paper receiving 3 cents an hour.

In New Brunswick, **Bathurst Power and Paper** agreed to increase wages by 2 cents an hour, and a settlement between the Pulp and Paper Mill Workers and **Fraser Companies** embodied a wage increase of 8 cents an hour.

The only major two-year agreement reached in the pulp and paper industry during the summer months was a contract signed by **Anglo-Newfoundland Development Company**, which undertook to raise the wages of 1,730 plant workers in Grand Falls by 7 cents an hour.

The settlements concluded in the pulp and paper industry had several features in common: three of the settlements increased evening and night shift premiums to 6 cents and 11 cents respectively, and six others raised shift premiums to 7 cents and 10 cents; furthermore, employees with 20, 23 or 24 years of service became entitled to four weeks vacation under five of the settlements. Higher company contributions to welfare plans and improvements in sick leave provisions were also included in the agreements.

Collective bargaining was also extensive in the logging and sawmill industry during the period. In British Columbia, the **Woodworkers** concluded two settlements covering 4,000 employees of companies represented by the **Northern Interior Lumbermen's Association** and the **Interior Forest Labour Relations Association.** The new agreements give wage increases amounting to 10 cents an hour, raising the labourer's hourly rate to $1.89.

In Quebec and Ontario, 13 major agreements applying to 13,500 loggers were under negotiation. The principal unions involved were the **Carpenters (Lumber and Sawmill Workers)** in Ontario and the **Pulp and Paper Workers' Federation** (CNTU) and the **Bush Workers'** section of the **Farmer's Union** in Quebec.

In the telephone industry, negotiations were in progress in September between various unions and **Bell Telephone** in Quebec and Ontario, **Alberta Government Telephones, Saskatchewan Government Telephones** and **New Brunswick Telephone.**

Earlier, negotiations were completed in British Columbia, where the **B.C. Telephone Workers** signed a two-year agreement with **B.C. Telephone** that increases the wages of plant and clerical workers by 3 per cent and those of traffic employees by 1½ per cent; about 5,000 employees are covered by this settlement. Under this contract, the weekly hours of work for traffic personnel are reduced from 37½ to 35 but plant and clerical workers continue working 40 and 37½ hours a week.

In Canada's mining industry, three major settlements covering 2,500 workers in Quebec and Ontario were concluded during the quarter. The **Mining Employees' Federation** (CNTU) signed a three-year agreement raising wages of **Lake Asbestos of Quebec** employees by 9 per cent, and the **Steelworkers** negotiated a new agreement with **Noranda Mines** providing for a total wage increase of 5 per cent over a three-year period. Prior to the settlement, Noranda Mines had granted another wage increase of 2½ per cent.

The Steelworkers also negotiated a one-year agreement with **Steep Rock Iron Mines** that grants no wage increase but provides for higher shift premiums, life insurance and weekly indemnities.

By the end of September, negotiations were going forward between the Steelworkers and **Iron Ore Company of Canada, Normetal Mining** and **Quemont Mining**.

Late in July, the **Steelworkers** withdrew their application to succeed the **Mine, Mill and Smelter Workers** as bargaining agent at **Falconbridge Nickel Mines**. They acknowledge that some of the membership cards submitted to the Ontario Labour Relations Board were not genuine and explained that the union's application had been made in good faith after many cards, signed under difficult conditions, had been received from a large number of individuals.

By the end of September, the Ontario Labour Relations Board had not decided which union should represent employees of the **International Nickel Company** at Sudbury. After the Board concluded its hearings during the summer, the Mine, Mill and Smelter Workers asked the Supreme Court of Ontario to have the Board reopen proceedings, but this request was denied.

In another contest for bargaining rights, the Ontario Labour Relations Board certified the **United Textile Workers** as bargaining representative for 600 employees of the **Wabasso Cotton Company** at Welland after hearing allegations by the **Canadian Textile Council** of irregularities in a representation vote (L.G., July, p. 803). The Canadian Textile Council had represented the employees for ten years and retained its bargaining rights in a representation election in 1959 when the United Textile Workers applied for certification. Negotiations were opened between the new union and the company in September.

By the end of September, major strikes that had begun in August were still in progress at **Shawinigan Chemicals, Quebec Iron and Titanium** and at the Montreal and Hamilton plants of **Dominion Glass**.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
American Can, Hamilton, Simcoe, Ont., & Montreal, Que.	CLC-chartered local
Assn. des Marchands Detaillants, Quebec & district, Que.	CNTU-chartered local (garage empl.)
B.C. Hotels Assn., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Empl. Assn. (Ind.)
Canadian Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Lithographers Assn., Eastern Canada	Lithographers (Ind.)
Continental Can, St. Laurent, Que.	CLC-chartered local
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Steel & Coal, Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
East. Can. Stevedoring & 2 others, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Hospitals (4), Trois Rivieres, Que.	Service Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal City, Que.	Public Service Empl. (CLC) (outside empl.)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West. Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)

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Company and Location	Union
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Various unions
Sask. Provincial Hospitals, Weyburn, Moose Jaw & North Battleford, Sask.	CLC-chartered local & Public Service Empl. (CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	I.L.A. (AFL-CIO/CLC)
Thompson Products, St. Catharaines, Ont.	Empl. Assn. (Ind.)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (communication salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.) (traffic)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dom. Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal, Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Nfld. & Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
New Brunswick Telephone	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Northern Electric (western region), Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)

Company and Location	Union
Sask. Government	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local
Wabasso Cotton, Welland, Ont.	United Textile Wkrs. (AFL-CIO/CLC)

Conciliation Officer

Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
B.C. Hydro & Power Authority	I.B.E.W. (AFL-CIO/CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Conciliation Board

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)

Post-Conciliation Bargaining

CPR, system-wide	Trainmen (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)

Arbitration

Assn. Patronale des Services Hospitaliers (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Part III—Settlements Reached During September 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ACME, BORDEN'S & OTHER DAIRIES, TORONTO, ONT.—TEAMSTERS (IND.): 21-mo. agreement covering 1,700 empl.—wage increases of $2 a wk. eff. April 1, 1962, $2 a wk. eff. July 1, 1962 and $4 a wk. eff. April 1, 1963; 3 wks. vacation after 10 yrs. of service (formerly after 12 yrs.).

BUILDING MATERIAL SUPPLIERS, VANCOUVER & FRASER VALLEY, B.C.—TEAMSTERS (IND.): 3-yr. agreement covering 800 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1962, 7¢ an hr. eff. Jan. 1, 1963 and 7¢ an hr. eff. Jan. 1, 1964; 3 wks. vacation after 7 yrs. of service eff.

1962 (formerly after 8 yrs.); 3 wks. vacation after 6 yrs. of service eff. 1963 and 3 wks. vacation after 5 yrs. of service eff. 1964; sickness indemnity increased to $50 a wk. payable up to 13 wks. from fourth day of illness (formerly $40 a wk. from eighth day of illness); life insurance increased to $4,000 (formerly $2,000); labourer's rate after Jan. 1, 1964 will be $2.46 an hr.

CAN. IRON FOUNDRIES, THREE RIVERS, QUE.—MOULDERS (AFL-CIO/CLC): 3-yr. agreement covering 540 empl.—general wage increases of 7¢ an hr. eff. May 1, 1962, 5¢ an hr. eff. May 1, 1963 and 3¢ an hr. eff. May 1, 1964; night shift premium to be 7% of hourly rate (formerly 10¢); 2 wks. vacation after 3 yrs. of service (formerly after 5 yrs.).

CLOTHING MFRS. ASSN., FARNHAM, QUEBEC & VICTORIAVILLE, QUE.—CLOTHING WKRS. FEDERATION (CNTU): 1-yr. agreement from July 1, 1961 to June 30, 1962 covering 1,200 empl.—increases in minimum wages of 12¢ an hr. eff. July 1, 1961 and of 3¢ to 6¢ an hr. eff. Dec. 11, 1961.

EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (CLERICAL EMPL.): 2-yr. agreement covering 1,410 empl.—salary increases of 2½% in 1962 and 3% in 1963.

GARMENT MFRS. ASSN., WINNIPEG, MAN.—AMALGAMATED CLOTHING WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 1,800 empl.—wage increases of 2% eff. June 1, 1962 and 3% eff. Dec. 15, 1962; pension feature added to welfare plan; employees' contribution to plan discontinued; employers' contribution increased from 1% to 2% of gross pay; monthly pension to be $30.

K.V.P. COMPANY, ESPANOLA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 730 empl.—general wage increase of 4¢ an hr.; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; 4 wks. vacation after 23 yrs. of service (previous maximum was 3 wks. vacation after 10 yrs.); labourer's rate $2 an hr.

NORANDA MINES, NORANDA, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,500 empl.—wage increases of 2½% eff. April 5, 1963 and April 5, 1964; prior to settlement, company increased wages by 2½% on April 5, 1962; St. Jean Baptiste Day to be a paid holiday, making a total of 7 paid holidays; labourer's rate after April 5, 1964 will be $1.74 an hr.

OKANAGAN SHIPPERS' ASSN., OKANAGAN VALLEY, B.C.—CLC-CHARTERED LOCAL: 2-yr. agreement covering 4,000 empl.—wage increases of 5% for male empl., 3% for female empl. and of 2% in piecework rates; male packer's rate $1.48 an hr. and female packer's rate $1 an hr.

PHILLIPS ELECTRICAL, BROCKVILLE, ONT.—I.U.E. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—settlement pay of $80; immediate wage increase of 5¢ an hr. plus additional wage increases of 4¢ an hr. eff. Dec. 23, 1962 and 5¢ an hr. eff. Dec. 23, 1963; eff. 1964, 3 wks. vacation after 13 yrs. of service (at present 3 wks. after 15 yrs.); labourer's rate after Dec. 23, 1963 will be from $1.68 to $1.79 an hr.

PRICE BROS., KENOGAMI & RIVERBEND, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 1,600 empl.—general wage increase of 5¢ an hr. eff. May 1, 1962; classification adjustment of 1¢ an hr. for some classes of tradesmen and of 5¢ an hr. for tradesmen's helpers; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively eff. May 1, 1962; eff. Sept. 1, 1962, company contributions to hospital, medical, surgical and life insurance and weekly indemnity plan to be increased to $4.75 a mo. for married empl. (formerly $3.75) and to $4.25 a mo. for single empl. (formerly $3.75); labourer's rate $2.03 an hr.

ROLLAND PAPER, MONT ROLLAND & ST. JEROME, QUE.—PAPER MAKERS (AFL-CIO/CLC) & PULP & PAPER MILL WKRS. (AFL-CIO CLC): 1-yr. agreement covering 650 empl.—general wage increases of 4¢ an hr. for male empl. and of 3¢ an hr. for female empl. eff. May 1, 1962; adjustments of 1¢ to 6¢ in mechanical trade classifications; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; 4 wks. vacation after 24 yrs. of service (formerly after 25 yrs.); company contribution to group life, accidental death and dismemberment, hospital insurance and weekly indemnity plan increased by 50¢ a mo. for married empl.; labourer's rate $1.89 an hr.

SASK. POWER CORP.—OIL WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 2,500 empl.—wage increases of 3% eff. June 1, 1962, 3% eff. June 1, 1963 and 3% eff. June 1, 1964 for non-office classifications; salary increases of 3% eff. June 1, 1962, 2½% eff. June 1, 1963 and 2½% eff. June 1, 1964 for office classifications; eff. June 1, 1963, weekly hrs. of work for office empl. reduced from 37½ to 36¼; non-office empl. continue to work 40 hrs. a wk; new supplementary contributory sick leave plan providing for 75% of salary for long-term illness up to 3 yrs.; labourer's rate after June 1, 1964 will be $1.62 an hr.

TORONTO METRO. MUNICIPALITY, ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 1,900 empl.—salary increases of 3½% eff. April 1, 1962 and 3% eff. April 1, 1963 for clerical and administrative empl.; wage increases of 2% eff. April 1, 1962 and 2% eff. April 1, 1963 for hospital staff.

INTERNATIONAL LABOUR ORGANIZATION

First Course Opened September 17 at ILO's International Institute for Labour Studies

The first study course to be offered by the International Institute for Labour Studies, established by the International Labour Organization, opened September 17 with 30 participants from 29 countries.

The course will last 12 weeks and will have as its central theme "The Labour Force and Its Employment." Sixty-one lecturers are scheduled to speak on a wide variety of social and labour questions. The number includes 33 ILO and Institute officials and 28 guest lecturers from 14 countries.

David A. Morse, ILO Director-General, in a message of welcome noted that all the participants in the course already held responsible positions at home, either in government or with management or with trade unions, and said:

"Whatever your specific task, you have a responsibility in the formulation and implementation of labour policy. In this era of increasingly rapid change, your first task must be to try to understand the processes of change, to understand the problems that they raise and the various means of solving them. It is in this task that the Institute will endeavour to help you."

The 30 participants in the first course came from nine countries in Africa, four countries in Latin America, eight countries in Asia, four countries in Europe, and four countries in the Near and Middle East.

The first course will be conducted in English and French.

The Program

The study of the central theme chosen for the first course will be preceded by a short period of introduction, and the first week will be devoted to the study of characteristics of economic development. Two weeks will then be taken up with the examination of a group of very varied labour problems, including: wages and status of wage earners; organization of workers and the functioning of their organizations; relations between employers and workers and workers' participation in management and social institutions of the undertaking; social security and welfare; special labour problems related to rural areas; labour problems of economic growth and development planning.

The last nine weeks of the course will be devoted to the study of the central theme.

The analysis of this subject will cover the distribution of the labour force and its mobility; methods of manpower assessment, including the forecasting of manpower resources and requirements; the employment objectives of economic development; manpower planning; and the institutions for the organization of employment, such as vocational guidance, vocational training and employment service organizations. It will also cover international standards and the work of the ILO in these fields.

The International Institute for Labour Studies, established by the Governing Body of the International Labour Office in March 1960, is financed by an Endowment Fund dependent on contributions, gifts, legacies and grants.

Endowment Fund Contributions

Up to the middle of last month, 36 countries have made or promised contributions to the Institute's Endowment Fund. Various donations have also been made by employers' and workers' organizations and by private institutions and persons.

Contributions and pledges amount to approximately $3,074,000. Recent contributions include:

—from the Government of Cameroun, $3,998;

—from the Government of Gabon, approximately $2,000;

—from the Government of the Federation of Malaya, $5,000;

—from the Government of Viet Nam, $2,000; and

—from the Government of Libya, $14,000.

The Government of Portugal has stated that it will give full support to the Institute and contribute financially to its upkeep.

A British steel firm, Richard Thomas and Baldwins Limited, has offered an annual grant of $1,680 for five years to finance scholarships for courses at the Institute.

Trade Union Situation in the Federation of Malaya

It is clear that Malaya possesses an active trade union movement that is fast acquiring experience, and one that has an important part to play in the future industrial and economic life of the country.

This is the conclusion of a report published last month by the International Labour Office: *Trade Union Situation in the Federation of Malaya**. The report is the work of a four-man ILO mission which last autumn made an on-the-spot study of trade union freedom there.

This study on Malaya is the fifth of a series begun in 1959. Previous surveys were carried out in the United States, the Soviet Union, the United Kingdom and Sweden.

The report of the mission indicates that the trade union movement in Malaya is of very recent origin and almost entirely a development of the postwar period. At the end of September 1961, the total membership of trade unions was 201,254. The ILO mission considers that "this total must be regarded as a remarkable achievement." The potential adult working population of Malaya, including peasant farmers, is approximately one million. This means that one out of every five adults is in a union.

Rubber plantations and tin mines employ between them 77 per cent of all workers in industry, and workers in these two industries, together with employees in public services, account for nearly 90 per cent of the trade union members.

In drawing attention to the fact that membership is distributed among 250 different unions, the report notes that "the existence of such a large number of fragmented unions remains one of the principal characteristics of the Malayan trade union movement" and also constitutes its chief weakness.

There is only one central body for the Malayan trade union movement, the Malayan Trades Union Congress, to which 69 trade unions representing the bulk of the membership are affiliated. The Congress is "not, however, a closely-knit organization and has no executive powers, but acts as an advisory and co-ordinating national trade union centre. It is not, and cannot be, registered as a trade union since it embraces trade union members in a number of trades and industries, and for this reason it does not bargain or negotiate on behalf of any group of workers."

Trade Union Legislation

Freedom of movement, speech, assembly and freedom of association are guaranteed by the Constitution of Malaya. The exercise of these rights may, however, be subject to certain restrictions when it is a question of protecting national security and public order. The report comments that the restrictions in force, even though they are not "aimed in any way at limiting trade union activities as such," nevertheless have "a psychological impact among trade unionists, particularly those of Chinese origin."

Any trade union must be registered in order to be able to function legally. The Registrar may suggest alterations to the rules of a union to bring them into line with legal requirements and may refuse registration if he finds that these rules conflict with any of the provisions of the Trades Union Ordinance. He may also refuse registration if he is of opinion that the union is likely to be used for unlawful purposes or for purposes inconsistent with its objects.

According to the report, "it was explained to the mission by the government officials concerned that this legislation was designed to encourage the growth of sound and responsible trade unions and to prevent them from falling again into the wrong hands."

In the course of discussions with members of the mission "trade unionists up to the highest level expressed the view that the time had come to do away with the restrictions . . . They also believed that the Government was obsessed with the idea that subversive elements and communists or pro-communists might take control of the Malayan trade union movement. They did not believe that this danger any longer existed.

* International Labour Office: *The Trade Union Situation in the Federation of Malaya*. Report of an I.L.O. Mission, Geneva, 1961. Price: $1.

"On the contrary, they held that the restrictions imposed through the Trades Union Ordinance, the possibility of police intervention to provide information on the antecedents of trade union officials, and the threat of sanctions under the Internal Security Act impeded the formation of a powerful trade union movement".

Relations between Trade Unions and Employers

There are a number of employers' organizations in Malaya but no central organization that speaks for all the employers. The report states that "the ILO mission was not told of any serious opposition by the employers to trade unionism as such . . . but it would seem that most of the employers who recognize the unions have taken the view that their growth is an inevitable development which they must accept with good grace . . . There are also large numbers of employers in Malaya, particularly in small and medium-sized businesses, who have no dealings with trade unions and who would prefer this situation to continue."

On the other hand, "unions everywhere complained about opposition from employers in their efforts to organize and to secure collective agreements. This opposition, they said, took such forms as refusing to recognize a trade union, attempting to dictate what form of union would be recognized and on what terms, and victimizing employees for taking part in trade union activities. The charge of victimization was indeed one of those which the mission heard most frequently."

At the same time the mission noted that trade unions have been recognized by employers in the most important industries and in many of the principal occupations.

As regards the attitude of the Government on the question of trade union recognition, the report declares that "as an employer the Government is giving a lead to other employers in this matter."

The Government's support for trade unionism in Malaya is shown in different ways. It has adopted a policy favouring the "voluntary" system of industrial relations and "continually advocates this system." As regards "consultation of trade unions by the Government and the granting of representation to trade unions on public bodies, the desirability of action along these lines has been recognized by the Government and a certain amount of action has been taken."

In addition to its activities in the field of industrial relations proper, the Industrial Relations Department of the Government "gives the trade unions practical assistance and advice in setting up their organization and administration." A Trade Union Training Section exists in the Ministry of Labour to assist and encourage the development of the trade union movement. It works in close conjunction with the Registrar of trade unions and the Malayan Trades Union Congress. Among other activities the Trade Union Section has been responsible for the publication of trade union educational booklets.

The mission noted that "in spite of the complaints which were brought to its attention, it was not suggested that the Government of the Federation of Malaya is opposed to trade unionism. On the contrary, the Government's own statements, the general tendency of the trade union legislation, and the activities of the Ministry of Labour are all evidence of the Government's desire to encourage and protect genuine trade unions, and to foster good relations between workers and employers."

Rwanda Becomes 103rd ILO Member Country

The Republic of Rwanda, admitted to the United Nations on September 18, became at the same time a member of the International Labour Organization.

The admission to the ILO of countries who are members of the United Nations is contingent only on their acceptance of ILO conditional obligations.

The number of ILO member countries now stands at 103.

TEAMWORK in INDUSTRY

Safety outside the plant is getting active support from the Labour-Management Production Committee of Bristol Aero-Industries Ltd., Winnipeg Division. Automobile seat belts are being sold at reduced prices to the firm's 650 employees; the project is being promoted by the committee. This is but one of many items in the group's program, which includes a continuing drive for the wider in-plant use of safety shoes.

But the main benefit, according to its membership, is "the maintenance of a strong line of communication between management and the people who man the machines." Machinist Reg Thompson, committee chairman, explains the employee side: "The main objective is to promote better harmony between upstairs and downstairs. If you can't get understanding you might as well fold up."

Wally Carlson outlined management's viewpoint: "We are trying to get ideas and means not only to improve relations but to improve manufacturing techniques and effect economies in manufacturing. Management's aim is to try to make things better for everyone—all employees of Bristol are really working on the same team and all should take an active interest in the committee."

* * *

Emergency procedures to take care of all anticipated types of plant crises are being established by the Labour-Management Co-operation Committee of the waterworks division, City of Saskatoon, Sask. Procedures are being judged in relation to the type of emergencies that might be encountered, e.g., power failure, flooding, explosion and fire, storm, mechanical failure and hazardous chemicals. Labour representatives serving on the waterworks LMCC are members of the Saskatoon Civic Employees Union, Local 59, National Union of Public Employees (CLC).

* * *

"Black flies to fallout" would fairly indicate the range of topics discussed by the Hydro-Electric Power Commission's Mutual Interest Committee at Cameron Falls, Ont. On one occasion, after two addresses to the committee by Dr. D. K. Grant of Hydro's medical department, members discussed fluoridation of water, and steps to survival in case of atomic attack.

At another meeting, war was declared on black flies in the area, and members proposed a veritable arsenal of weapons with which to retaliate.

Labour representatives serving on the MIC are members of Local 1000, National Union of Public Service Employees (CLC).

* * *

Silver dollars are producing employee ideas at the Winnipeg General Hospital. Personnel Director J. B. Wallace reports that the "Silver Dollar" award plan has "caught on" with the hospital's 1,350 employees and is gaining momentum all the time.

The plan was put into effect by management on the recommendation of the hospital's Employee-Management Advisory Committee and has been running for a year now. Each month Dr. L. O. Bradley, hospital administrator, presents silver dollars to the employee submitting the best suggestion of the month for (a) improving patient care; (b) more efficient methods of carrying out hospital routine; (c) conservation of supplies and equipment; and (d) safer ways of doing a job.

Union representatives serving on the EMAC are members of the Winnipeg General Hospital Employees' Union, Local 56, National Union of Public Employees (CLC).

* * *

The eighth annual dinner meeting of the Labour-Management Production Committee of Rinshed-Mason of Canada Ltd. was held recently in Windsor, Ont., "in recognition of the excellent work the committee is doing." Union representatives serving on the eight-man LMPC are members of Local 341, Oil, Chemical and Atomic Workers of America (CLC).

* * *

When H. T. (Harry) Barker retired recently from the Dominion Road Machinery Co. Ltd., Goderich, Ont., after 50 years service, management presented him and his wife with a three-week across-Canada vacation trip. Mr. Barker was chairman of the company's labour-management committee in 1946.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued four certificates designating bargaining agents, ordered two representation votes, and rejected one application for certification. During the month the Board received eight applications for certification and allowed the withdrawal of four applications for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of dock workers employed by the Packers Steamship Company Limited at Packers Wharf, Vancouver, B.C. (L.G., Sept., p. 1033).

2. Canadian Brotherhood of Railway, Transport and General Workers and the Canadian Merchant Service Guild, Inc. (Eastern Branch), joint applicants, on behalf of a unit of dock officers and marine engineers employed by Northumberland Ferries Limited aboard the S/S *Charles A. Dunning* and M/V *Lord Selkirk* in its ferry service between Wood Islands, P.E.I., and Caribou, N.S. (application received during month, see below).

3. Flat Lake and District Mine and Mill Workers' Union, Local 1031 of the International Union of Mine, Mill and Smelter Workers (Canada) on behalf of a unit of open pit mine employees of the Isbell Construction Company of Canada Limited employed at Flat River, N.W.T. (application received during month, see below).

4. United Steelworkers of America, Local 5115, on behalf of a unit of warehousemen, forklift operators, and labourers, employed by the Northern Dock and Warehouse Co. Ltd., and working on its dock and in its transit sheds at Kitimat, B.C. (application received during month, see below).

Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, Transcanada Communications Limited, Regina, Sask., respondent, and Ian Johnson, William McEwen, *et al.*, interveners (CKCK-TV) (L.G., Sept., p. 1033) (Returning Officer: W. E. Sproule).

2. National Association of Broadcast Employees and Technicians, applicant, and Calgary Television Limited, Calgary, Alta., respondent (CHCT-TV) (L.G., Sept., p. 1033) (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

National Harbours Board Police Association, Port of Saint John, applicant, and National Harbours Board, Saint John, N.B., respondent (L.G., Sept., p.1033). The application was rejected for the reason that the applicant had failed to submit to the Board satisfactory evidence that the employees affected were members of the organization making application.

Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of CHEK Television Limited, Saanich, B.C. (Investigating Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway, Transport and General Workers, and Canadiant Merchant Service Guild, Inc. (Eastern Branch), joint applicants, on behalf of a unit of deck officers and marine engineers employed by Northumberland Ferries Limited aboard the S/S *Charles A. Dunning* and M/V *Lord Selkirk* in its ferry service between Wood Islands, P.E.I., and Caribou, N.S. (Investigating Officer: D. T. Cochrane) (see "Applications Granted," above).

3. Flat Lake and District Mine and Mill Workers' Union, Local 1031 of the Inter-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

national Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of open pit mine employees of the Isbell Construction Company of Canada Limited employed at Flat River, N.W.T. (Investigating Officer: G. H. Purvis) (see "Applications Granted," above).

4. United Steelworkers of America, Local 5115, on behalf of a unit of warehousemen, forklift operators, and labourers, employed by Northern Dock and Warehouse Co. Ltd., and working on its dock and in its transit sheds at Kitimat, B.C. (Investigating Officer: G. H. Purvis) (see "Applications Granted" above).

5. Adby Employees' Association, on behalf of a unit of employees of the Adby Construction & Transport Co. Ltd. and Adby Demolition Co. Ltd., Edmonton, Alta. (Investigating Officer: D. S. Tysoe) (see also "Applications Withdrawn," below).

6. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Twin City Broadcasting Company Limited, Kitchener, Ont. (CKKW) (Investigating Officer: A. B. Whitfield).

7. International Association of Bridge, Structural and Ornamental Iron Workers Local No. 720, on behalf of a unit of employees of the Mannix Co. Ltd., Calgary, Alta. (Investigating Officer: W. E. Sproule).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of longshoremen employed by Henry A. Rodgers Ltd., Bathurst, N.B. (Investigating Officer: H. R. Pettigrove).

Applications for Certification Withdrawn

1. Communications Workers of America, applicant, and Toronto Harbour Commission, Toronto, Ont., respondent (L.G., Sept., p. 1033).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant,

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Henry A. Rodgers, Bathurst, N.B., respondent, and International Longshoremen's Association, intervener (L.G., Sept. p. 1033) (a new application was received later in the month, see above).

3. International Brotherhood of Electrical Workers, Local Union 344, applicant, British Columbia Telephone Company, respondent, and Federation of Telephone Workers of British Columbia, intervener (Toll Centre, Prince Rupert, B.C.) (L.G., Sept., p. 1033).

4. Teamsters, Chauffeurs, Warehousemen & Helpers Local Union No. 514 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Adby Construction & Transport Ltd., Edmonton, Alta., respondent (L.G., Sept., p. 1033) (see also "Applications Received," above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Albert G. Baker Limited, Clarke Steamship Company Limited, Gaspe Shipping Reg'd., Maritime Terminals Inc., and Quebec Terminals Limited, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. E. Poirier).

2. Piette Transport Inc., Joliette, Que., and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

3. Algoma Central and Hudson Bay Railway, Sault Ste. Marie, Ont., and Brotherhood of Railroad Trainmen (Conciliation Officer: F. J. Ainsborough).

4. Pacific Western Airlines Limited, Vancouver, B.C., and Canadian Air Line Flight Attendant's Association (Conciliation Officer: G. R. Currie).

5. Cape Breton Broadcasters Limited, Sydney, N.S., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane).

6. National Harbours Board (Port Colborne Grain Elevator) and Port Colborne Grain Elevator Workers Union, Local 1015, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae).

Conciliation Boards Appointed

1. Pacific Western Airlines Limited, Vancouver, and Canadian Air Line Pilots Association (L.G., July, p. 836).

2. Shipping Federation of British Columbia, Vancouver, and Canadian Coast Negotiating Committee of the International Longshoremen's and Warehousemen's Union (L.G., Sept., p. 1034).

3. Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 951).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in August to deal with a dispute between Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, The Overland Express Limited, Smith Transport Limited and Motorways Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above) was fully constituted in August with the appointment of His Honour Judge R. W. Reville of Brantford, Ont., as Chairman. Judge Reville was appointed by the Minister on the joint recommendation of the other two members of the Board, Michael O'Brien and Paul Siren, both of Toronto, who were previously appointed on the nomination of the Bureau and union, respectively.

Conciliation Board Reports Received

1. British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing) Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., July, p. 836). The text of the report is reproduced below.

2. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Sept. 1961, p. 921). The text of the report is reproduced below.

3. Sydney & Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (L.G., Sept., p. 1034). The text of the report is reproduced below.

4. Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba, and Sydney & Louisburg Railway Company, and the Negotiating Committee representing the Associated Non-Operating Unions (L.G., May, p. 533). The text of the report is reproduced below.

Settlements after Conciliation Board Procedure

1. Sydney & Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (see above).

2. Canadian National Railways; Canadian Pacific Railway Company; Toronto Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway of Manitoba, and Sydney & Louisburg Railway Company, and the Negotiating Committee representing the Associated Non-Operating Unions (see above).

Report of Board in Dispute between

British Columbia Towboat Owners' Association

and

Seafarers' International Union of North America, Canadian District

The Board of Conciliation and Investigation in this matter was appointed on the 2nd day of April, 1962, and the Chairman of the said Board was appointed on the 3rd of May, 1962.

The Board met for public hearing on the 30th of May, 1962, and adjourned until the following day, the 31st of May, 1962, at which time it heard evidence and submissions made on behalf of the parties to the dispute.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between British Columbia Towboat Owners' Association (C. H. Cates & Sons, M. R. Cliff, Deeks McBride, Gulf of Georgia Towing, Harbour Services, Kingcome Navigation Co., McKenzie Barge Co., Quatsino Navigation and Straits Towing), Vancouver, and Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of R. J. S. Moir, Vancouver. He was appointed by the Minister on the joint recommendation of the other two members, T. E. H. Ellis, Q.C., Vancouver, and Joseph Whiteford, Burnaby, B.C., nominees of the association and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Ellis. The minority report was submitted by Mr. Whiteford.

The majority and minority reports are reproduced here.

The members of the Board met on numerous occasions thereafter to consider the material before it, and the time within which the Board might submit its report to the Minister was extended from time to time.

R. A. Mahoney and N. G. Cunningham appeared for the employers, and Bruce Wood and Ronald Loft appeared for the employees.

The matters on which the parties would not agree and on which they asked the Board to make recommendations were:

1. Duration of agreement.
2. Wage increases.
3. Welfare and M.S.A. benefits.
4. Statutory holidays.
5. Overtime rates.
6. Cook-deck-hand hours of work.
7. Wage differential for cooks.
8. Crews leaving and joining vessels.

After carefully considering the material before it and the argument advanced on behalf of the parties, the Board now reports and recommends as follows:

The Board recommends that the present collective agreement between the parties be the basis for a new collective agreement except where this report suggests changes.

As to the matters in dispute, the Board recommends as follows:

1. Duration of Agreement—The Board recommends that the new collective agreement be for a period of three years from the 1st of October, 1961, until the 30th of September, 1964.

2. *Wages*—The Board recommends a wage increase of three (3) per cent effective the 1st of October, 1962, and a further wage increase of three (3) per cent effective the 1st of October, 1963.

3. *Welfare and M.S.A.*—The Board recommends that the employers increase their contribution to the welfare fund by not less than $1.50 per man per month, commencing on the 1st of July, 1962.

4. *Statutory Holidays*—The Board recommends that the number of statutory holidays be increased by the addition of Remembrance Day in 1962 and the addition of Boxing Day in 1963.

5. *Overtime Rates*—The Board recommends no change in overtime pay rates.

6. *Cook-Deck-Hand Hours of Work*—The Board recommends no change in the present cook-deck-hand hours of work.

7. *Wage Differentials for Cooks*—The Board recommends no change in the present contract in this respect.

8. *Crews Leaving and Joining Vessels*—The Board recommends that the following subsection be added to the present collective agreement:

Article 11, Section 9 (h) (1)—effective October 1, 1962, Article 11, Section 9 (h) shall be deleted and the following substituted therefor:

Time of Change For Crew Leaving Vessel Between	*Wages Earned*	*Plus Leave Earned*
0001 and 0600K	one-quarter day	one-half day
0601 and 1200K	one-half day	one-half day
1201 and 1800K	three-quarter day	one day
1801 and 2359K	one day	one day

Time of Change For Crew Joining Vessel Between	*Wages Earned*	*Plus Leave Earned*
0000 and 0600K	one day	one day
0601 and 1159K	three-quarter day	one day
1200 and 1800K	one-half day	one-half day
1801 and 2359K	one-quarter day	one-half day

The intent of the above is that, if the crew changes at 1200 noon, both crews would receive a half-day's wages and a half-day's leave.

(*Sgd.*) R. J. S. Moir,
Chairman

(*Sgd.*) T. E. H. Ellis,
Member

Dated at Vancouver, British Columbia, the 13th day of August, 1962.

MINORITY REPORT

After careful consideration, I find myself unable to agree with my colleagues on the Board.

1. Duration of Agreement, and

2. *Wage Increases*—The Union asks for a 10-per-cent increase in wages for one year and I would recommend 5 per cent and 5 per cent on a two-year agreement.

3. *Welfare and M.S.A.*—The Union has asked for 30 cents a payroll day to be paid to the S.I.U. welfare plan. I would recommend that this amount be cut to 20 cents per payroll day. Further, it has been the practice in the industry to have M.S.A. on a 50/50 basis. The Companies have dropped the M.S.A. coverage, and the reason the Union requests this be continued is that the S.I.U. plan does not cover dependants at the present time.

4. *Statutory Holidays*—The Union requested two more statutory holidays to bring the total to nine statutory holidays. I recommend that they receivethe said statutory holidays in the first year of the agreement. My reasoning for this is, although there was a lot of stress put on the log-towing industry by the Companies, in their submission, I find many of the towing companies are working with the building supply industry and also the freight industry, which have been in receipt of these benefits for quite a number of years. We feel that the seamen should receive the same consideration.

5. *Overtime*—At the present time, seamen receive time and one quarter for overtime and have continuously been trying to receive at least time and one half for overtime. Again, most of the industries with whom these people are working pay time and one half and double time for overtime. This has been an established practice for some considerable time. The seamen are working in conjunction with the building material, freight and logging industries, and should enjoy the same benefits.

6. *Cook-Deck-Hand Hours of Work*—The Union has requested 12 hours in a spread between 5.00 a.m. and 8.00 p.m. Any hours worked outside of that time should be at overtime rates. It is only fair that the cook-deck-hand should at least know what his regular hours are to be.

7. *Wage Differential for Cooks*—It has been requested by the Union that, on vessels with five to seven men, a differential be paid above the cook-deck-hand rate. The Union, in its submission, did not make clear the amount, but indicated the Companies had established a differential on their own, some cooks receiving it and others not. Therefore, I would recommend that a cook on a boat with five to seven men should receive $10.00 per month over and above the established rates, and on vessels with eight or more of a crew, the cook should receive $20.00 per month above the established rates.

8. *Crews Leaving and Joining Vessels*—The Union has requested that this clause remain as presently in the old agreement, and I can see absolutely no reason for changing what has already been established.

My reason for submitting a minority report is that I feel the Union has been very conservative in its requests, in view of the settlements made by other unions and industries in this province.

All of which is respectfully submitted.

(*Sgd.*) J. WHITEFORD,
Member

Dated at Vancouver, British Columbia, the 17th day of August, 1962.

Report of Board in Dispute between

Canadian Pacific Railway Company
and
Brotherhood of Railroad Trainmen

Appearances before the Board

Appearances for the Company

A. M. Hand, Assistant Manager, Labour Relations, Montreal, Que.
J. Ramage, Labour Relations Assistant, Montreal, Que.
A. L. Dartnell, Supervisor of Research, Montreal, Que.
D. Cardi, Senior Schedule Analyst, Montreal, Que.
F. G. Firmin, Supervisor of Personnel and Labour Relations, Atlantic Region, Montreal, Que.
F. W. McCurry, Supervisor of Personnel and Labour Relations, Eastern Region, Toronto, Ont.
J. C. Anderson, Supervisor of Personnel and Labour Relations, Prairie Region, Winnipeg, Man.
J. G. Benedetti, Supervisor of Personnel and Labour Relations, Pacific Region, Vancouver, B.C.

Appearances for the Brotherhood

G. C. Gale, Vice-President, Winnipeg, Man.
W. P. Kelly, Vice-President, Ottawa, Ont.
S. McDonald, General Chairman, Prairie and Pacific Regions, Calgary, Alta.
J. I. Harris, General Chairman, Eastern and Atlantic Regions, Montreal, Que.
H. L. O'Neill, General Secretary, Eastern and Atlantic Regions, Montreal, Que.
T. A. Archbold, Vice-Chairman, Prairie and Pacific Regions, Lethbridge, Alta.
L. E. Baker, Vice-Chairman, Eastern and Atlantic Regions, Montreal, Que.
D. M. Paltiel, Economist, Montreal, Que.
J. Stoltz, Secretary to Manager, Schedule-Statistical Bureau, [Cleveland, Ohio].

Appearances at times for the Brotherhood

E. Davidson, Road Schedule Committee, Penticton, B.C.
R. Lane, Road Schedule Committee, Brandon, Man.
E. V. Gardner, Road Schedule Committee, Medicine Hat, Alta.
J. R. Carter, Yard Schedule Committee, Calgary, Alta.
C. E. Cannon, Yard Schedule Committee, Vancouver, B.C.
R. W. Hurl, Yard Schedule Committee, Brandon, Man.

Introduction to Report

This Board of Conciliation and Investigation appointed by you under the Industrial Relations and Disputes Investigation Act to deal with the dispute between the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen met with the parties in Ottawa on September 22, November 3 and 4, 1961, and in Montreal on November 24 and 25, 1961, and on January 19 and 20, February 23 and 24, and June 11, 1962.

It is a matter of sincere regret to this Board that, in spite of every effort, it was not able to carry out its primary role of bringing the parties together in a settlement of all issues in dispute, and so must make this Report.

For convenience this Report will be divided into separate parts.

Part I—General Background

The employees concerned are the conductors, brakemen, baggagemen, yard foremen, yardmen, switchtenders and car retarder operators of the Canadian Pacific Railway System, which includes the Quebec Central Railway, Dominion Atlantic Railway and the Esquimalt and Nanaimo Railway, but does not include the Brownville-Newport seniority rosters in the United States.

The number of these employees in 1960 were as follows:

	Atlantic and Eastern Regions	*Prairie and Pacific Regions*	*Total*
Conductors	540	495	1,035
Baggagemen	272	175	447
Brakemen	908	1,024	1,932
Yard Foremen	413	428	841
Yard Helpers	969	1,012	1,981
Switchtenders	61	65	126
	3,163	3,199	6,362

(Car Retarder Operators (6) included with Yard Helpers)

There are two main collective agreements concerned, one covering trainmen on the Atlantic and Eastern Regions, which comprise all Canadian Pacific territory east of Fort William, and the other agreement covering trainmen on the Prairie and Pacific Regions, which include all territory west of and including Fort William.

Both these agreements cover conductors, baggagemen, brakemen, car retarder operators, yardmen and switchtenders, and both agreements were last renewed effective June 1, 1958 to and including May 31, 1961.

In addition to these two main agreements, there are agreements covering yardmasters and assistant yardmasters, which were last renewed effective June 1, 1958 to and including May 31, 1961.

The employees represented by this Brotherhood are described by the generic term "trainmen," but fall into two main categories, those of road service employees and yard service employees.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Pacific Railway Company and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge J. B. Robinson of Haileybury, Ont. He was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., and the Honourable A. W. Roebuck, Q.C., both of Toronto, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. Hicks. The minority report was submitted by Senator Roebuck. Mr. Hicks also submitted an addendum.

The majority and minority reports, together with the addendum, are reproduced here.

The road service employees include conductors, baggagemen and brakemen, and the yard service employees include yard foremen, yard helpers, switchtenders and car retarder operators.

Part II—Brotherhood Proposals

The Brotherhood proposals may be classified as follows:

1. System proposals—common to both Atlantic-Eastern Regions and Prairie-Pacific Regions.

2. Regional requests—relating to the Atlantic and Eastern Regions.

3. Regional requests—relating to the Prairie and Pacific Regions.

The Brotherhood system proposals may be further divided into those relating to road service, those relating to yard service and those concerning yardmasters and assistant yardmasters.

For convenience these system proposals are set out in tabular form below:

TABLE A

Brotherhood System Proposals—Road Service

1. Wages—18% increase.
2. Vacations—4th week after 20 years.
3. Statutory Holidays—add 8 to make 8.
4. Statutory Holidays—enlarge qualifications.
5. Book Rest after 8 hours instead of present 12 hours.
6. Interchangeable Rights for Road and Yard Service.
7. No Material Change in Agreement without Mutual Consent.
8. Guarantee—spare board—200 miles per month.
9. Lay Rule—payment after 12 hours instead of present 16.
10. Mileage Limitations.

TABLE B

Brotherhood System Proposals—Yard Service

1. Same as in Table A above except that, as yard service employees now have 7 statutory holidays, proposal No. 3 is to add one to make 8.
2.
3.
4. →
5.
6.
7.

8. Guarantee—same as in Table A except guarantee requested is 16 days per month.

9. Shift differential:

afternoon ..... 10¢ per hour
night shift ..... 10¢ per hour.

Note: There are no Brotherhood proposals for yard service comparable to item 9 (Lay Rule) and item 10 (Mileage Limitations) of Table A, as these two items are applicable to road service only.

TABLE C

Brotherhood System Proposals—Yardmasters and Assistant Yardmasters

1. Wages—18% increase.
2. Vacations—4th week after 25 years.
3. Statutory Holidays—add 1 to make 8.
4. Shift Differential:

afternoon shift ..... 10¢ per hour
night shift ..... 15¢ per hour.

5. No Material Change without Mutual Consent.

It will be noted from the above that the first seven proposals are common to both road and yard service, and the eighth proposal is for a guarantee that is calculated on a mileage basis for road service and on a *per diem* basis for yard service.

Also, the proposals for improvement in the lay rule and for mileage limitation are peculiar to road service, whereas the proposal for shift differentials is peculiar to yard service.

The reason for these differences is that road service employees are paid on a dual basis of pay, taking into account both the time worked and the mileage run, whereas yard service employees are paid on a *per diem* basis based on an 8-hour day, 40-hour week, and work on a shift work basis including day, afternoon and night shifts.

Part III—Consideration of Brotherhood System Proposals

1. Wages

The Company insists that no wage increases of any substantial amount are justified, but in view of the settlements made at 6½ per cent for three years between the Locomotive Engineers (BLE) and the Firemen (BLF & E), and the two major Canadian railways, the Company is prepared to offer 6½ per cent for a three-year contract, providing certain work rule changes are agreed to.

The Brotherhood has adamantly set its face against any increase of less than 8 per cent for a 31-month contract, which was the basis of the wage settlement between this Brotherhood and the Canadian National Railways reached on May 30 of this year.

In his report in the dispute between this Brotherhood and the Canadian National Railways, the board chairman recommended a 6½-per-cent wage increase over a period of three years, and set out in full his reasons for concluding that this was a reasonable increase in the circumstances.

There is no purpose to be served in repeating these reasons here. However, the majority report of the Canadian National Railways Conciliation Board was not adopted, and the settlement made between the Canadian National Railways and this Brotherhood was at the 8-per-cent figure for a 31-month contract.

In the view of the Chairman, it is almost impossible for the parties to ignore the settlement with the Canadian National at the 8-per-cent figure for the following reasons:

1. It is the most recent development in the railroad industry in Canada.

2. The employees involved were members of this same Brotherhood—the Brotherhood of Railroad Trainmen.

3. The employer involved, the Canadian National Railways, is the only other major railroad in Canada.

4. Since 1939, the wage settlements upon the two major Canadian railroads have been of the same order, and it can hardly be expected that trainmen, employed by the Canadian Pacific to perform the same functions as those employed by the Canadian National, will accept a wage settlement of the order of 20 per cent less for a contract period five months shorter.

For the above reasons, it would appear that if a settlement is to be worked out between the parties, it will probably be upon the basis that the wage increases provided would be of the order of those granted by the Canadian National Railways in the recent settlement.

However, as the Board Chairman has gone on record in the Canadian National dispute in recommending 6½ per cent for a three-year contract, with detailed reasons for this recommendation (L.G., June, pp. 703-08), it is not to be expected that, in this present Canadian Pacific dispute, he should make an about-face and recommend a different figure.

The actual increases required to settle the contract are a matter of negotiation between the parties, and the Board Chairman recommends that the parties sit down at the bargaining table and negotiate the amount of the increases required in light of all the surrounding circumstances.

Since this Report was first written, there has been published in the daily press news of a settlement effected between the Non-Operating Group of employees and the Canadian National and Canadian Pacific railways.

The report is that the settlement provides for progressive wage increases totalling eight cents per hour over a two-year agreement, together with the setting up of a compensation fund by a Company contribution of 1 (one) cent per hour.

Apparently the wage increases include 1 per cent retroactive to March 1, 1962; another 1 per cent effective October 1, 1962; two cents per hour on January 1, 1963, and two cents per hour on July 1, 1963, with an agreement to expire December 31, 1963.

No time is available to assess the implications of this settlement, which was made with the non-operating groups of both railroads, and who are said to have average earnings of $1.92½ per hour.

Doubtless, however, the parties to this dispute will give full consideration to this very recent development (the inclusion of which has necessitated the rewriting of this

portion of this present report), and determine what weight it should be given in the pending negotiations between them.

2. Annual Vacations

This Board recommends that the present qualifying period for four weeks vacation be reduced from 35 years service to 25 years service, and that this recommendation be implemented as soon as it is reasonably possible to do so.

3. Statutory Holidays

a. Yard Service Employees

Yard service employees now have seven paid statutory holidays, which is the same number enjoyed by the non-operating group of employees who represent the largest group of employees of this Company, and who apparently have not seen fit to request any increase in statutory holidays in their current negotiations.

Recent settlements with the Engineers (BLE) and the Firemen (BLF & E) by both major Canadian railroads did not include any increase above the present seven statutory holidays.

Recommendation—This Board does not recommend any increase in the number of paid statutory holidays for yard service employees, but it does recommend that when a statutory holiday falls on a yard service employee's assigned day off, or while he is on his annual vacation, that such yard service employee will receive an additional day off with pay.

b. Road Service Employees

Road service employees do not now enjoy any paid statutory holidays, and there is less requirement for them to do so, as due to time off between trips, the passenger crew may work 16 to 19 days per month whereas the freight crew may work 18 to 22 days per month.

However, in spite of this, the monthly earnings are maintained by the dual basis of pay based upon mileage and/or time involved, and it is said not to be uncommon for road crews to earn 40 to 45 basic days pay per month.

In addition to the above, paid statutory holidays are not provided to road service employees by any major Canadian railroad or by any major railroad on the North American continent. Also, the recent settlement between this Brotherhood and the Canadian National does not provide any paid statutory holidays for road service employees.

Recommendation — Consequently, this Board does not recommend the granting of any paid statutory holidays to the road service employees of this Company.

4. Booking Rest

Proposal: Book rest after 8 hours instead of present 12 hours—system wide.

This Brotherhood proposal is system wide and covers both road and yard service employees. The present rules provide for booking rest after 12 hours in both road and yard service.

This Brotherhood proposal is identical with that of this same Brotherhood in the Canadian National dispute, and the arguments for and against the proposal are set out in THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962, at pp. 666-67.

The present rule providing for booking rest after 12 hours is in effect for all running trades on both major railroads in Canada, and the recent settlement between this Brotherhood and the Canadian National made no change in this rule.

Recommendation—This Board does not recommend any change in the present rule, as the present rest rule appears to provide adequately for a reasonable degree of rest for employees in both road and yard service, and the proposed change might restrict the Company in carrying out its operations in an efficient manner.

5. Interchangeable Rights for Road and Yard Service Employees

The Brotherhood proposal is for a rule to provide for interchangeable rights for road and yard service employees, subject to approval by individual General Committees, and for this rule to apply to the whole system.

b. The Company is not opposed in principle, but insists that the adoption of such a proposal is conditional upon a re-alignment of seniority districts, and should be made upon a uniform basis across the whole system and not to be subject to the approval of individual General Committees.

In the recent settlement between this Brotherhood and the Canadian National Railways, an agreement in principle was reached to be applicable to both Eastern and Western Regions and to become effective on or before June 1, 1963.

This Board considers that the adoption of the principle of interchangeable rights is long overdue and should assist in solving many problems that appear to have their origin in what may be regarded as artificial distinctions in craft as between road and yard service.

Recommendation — Consequently, this Board recommends that the parties to this dispute enter into an agreement similar in principle to that agreed upon between this Brotherhood and the Canadian National Railways to provide for the introduction of interchangeable rights for road and yard service employees.

6. No Material Change in Agreement Without Mutual Consent

This Brotherhood proposal is system wide and proposes that all contracts should contain a clause that no material change or alteration of conditions of employment shall be made during the currency of the contracts unless mutually agreed to by the parties.

An identical proposal was made by this Brotherhood in the Canadian National dispute, and the following excerpt is taken from the report of the Conciliation board in that dispute, which may be found in THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962, at p. 677:

"The Company states that in direct discussions, the Brotherhood alleged that this proposal (for No Material Change without Mutual Consent) was designed to prevent the Company from running crews over two subdivisons, from abandoning terminals, instituting new terminals, reducing the number of yard assignments at terminals and having road crews do switching in yards.

"This indicates the wide implications of the Brotherhood proposal that would also prevent the Company from introducing any new methods of procedure or doing this by way of new equipment, with a view to increasing efficiency of operation or reducing costs, without first obtaining the consent of the Brotherhood.

"It can hardly be expected that a Conciliation Board would recommend such a proposal at a time such as this, when the railroads in Canada have lost a good deal of passenger traffic to bus transportation, air lines and the private motor car; and when truck transport, commodity pipe lines and water transportation are securing an ever-increasing share of freight traffic that was once handled so largely by the railways.

Observations by Board Chairman

"In spite of the above, the Board Chairman recognizes that this Brotherhood is seriously concerned with the prospects of the reduction in numbers of railroad employees and that it is only natural for the employees themselves to be very much concerned about the possibility of lay-off. It cannot be denied that the question of technological and other changes, including automation, has presented a very serious problem to unions representing employees in certain fields, and that this problem is a growing one.

"This is, of course, in the nature of things, because management, facing the problem of the increasing cost of labour and materials and decreasing returns, is driven to seek more efficient and less costly methods of operation, including, where possible, mechanization and automation of processes and work procedures. That this is a major problem which will require the full co-operation of management and labour alike is generally recognized, but it would appear that the solution is not likely to be readily found and may require, perhaps, the attention of Parliament itself.

"However that may be, it is the opinion of the Board Chairman that the Brotherhood proposal, if instituted, might well seriously hamper the Company in exercising the normal management responsibility for carrying on its operations in an effcient manner to meet the intense competition which it must face."

Recommendation—This Board does not recommend the adoption of this Brotherhood proposal.

However, this Board does recommend that this Company should discuss with the Brotherhood impending changes in operation that would substantially affect the work security of the employees or their earnings, in recognition of the legitimate interest of the Brotherhood in the welfare of its members and the natural sensitivity of the employees to the question of job security.

The intent of this recommendation is that, in the event of such discussion, the failure of the parties to agree would leave it open to the Company to take such action as it saw fit, subject, of course, to its contractual obligations under the collective agreements.

7. Guarantee for Spare Roadmen and Spare Yardmen

Proposal: Guarantee—for spare roadmen, of 2,000 miles per month and for spare yardmen, of 16 days per month.

This Brotherhood proposal covers both road and yard service and is system wide. This proposal is identical with that made by this same Brotherhood in the Canadian National dispute.

The whole matter has been fully gone into in the Conciliation Board report in the Canadian National dispute, and the reader is referred to THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962, at pp. 668-72, where the various arguments *pro* and *con* and the views of the Board are set out.

Recommendation—For the reasons specified in the Canadian National Conciliation Board report, and keeping in mind that the institution of guarantees for spare board employees would constitute a completely new departure in railway practice on the North American continent, this Board does not recommend the adoption of this Brotherhood proposal.

8. Amending Lay Rule

Proposal: Amend lay rule to provide payment after 12 hours instead of present 16 hours when held away at other than home terminal.

This Brotherhood proposal is applicable to road service only and is system wide,

that is, applicable coast to coast to all road service employees on pool freight and unassigned service.

This proposal is identical with that made by this Brotherhood in the dispute with the Canadian National Railways and the arguments for and against are set out in the Conciliation Board report dealing with that dispute at pp. 667-68 of THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962.

The present rule provides for payment after 16 hours held away from the home terminal, which ensures at least one basic day's pay for each 24 hours held away, and it appears that the present provision is the standard one on both major Canadian railroads and on all major railroads in North America.

No change in the present rule was made in the recent settlement between this Brotherhood and the Canadian National Railways.

Recommendation—This Board does not recommend the adoption of this Brotherhood proposal for the reasons given above, and also because this Board is not satisfied that the replacement of the steam locomotive by the diesel locomotive has increased the time held away from home of the average road crew on unassigned service.

9. Mileage Limitations

This Brotherhood proposal is for "a mileage limitation for road service employees to be policed by the Company and records maintained by the Company, mileage to be established by the respective General Committees."

This proposal relates to road service only and is system wide.

At present, Article 16 of the current schedule agreement on the Atlantic and Eastern Regions reads as follows:

"(b) The mileage for which trainmen are paid will, as nearly as possible, be regulated to avoid mileage per month in excess of limitations as follows:

Passenger service	6,250 miles
Freight service	4,500 miles
Work service	5,000 miles."

In the West (Prairie and Pacific Regions), although the schedule agreement is silent as to mileage regulations, a note to Article 11 of the western schedule agreement reads as follows:

"Note: The local officers and local chairman will jointly regulate the spare board, so that the earnings of spare men will approximate not less than the equivalent of two thousand (2,000) miles per month at through-freight rates. It is understood and agreed that this is not a guarantee for spare trainmen."

In the recent settlement between this Brotherhood and the Canadian National Railways, the mileage limitations have been set for both Eastern and Western Canada at 6,000 miles per month in passenger service and 4,300 miles per month in freight service.

It appears that from 1959 to 1960, the total number of railroad employees of this Company showed a decrease of 4,419, of whom 358 were members of this Brotherhood.

This Board sympathizes with the desire of this Brotherhood to spread the available work among a larger number of employees and create employment for some trainmen who are unemployed because of lower traffic levels.

Recommendation—This Board recommends in principle the adoption by the parties of mileage limitations for road service employees.

Although the Board considers that the parties should themselves settle the basis for such mileage limitations by negotiation, yet for the purpose of uniformity, strongly suggests to the parties that they consider the adoption of the Canadian National limitations of 6,000 miles per month for passenger service and 4,300 miles per month for freight service.

This Board further recommends that the agreement as to mileage limitations should also be designed to:

1. Provide that records of mileage should be kept by the Company.
2. Provide penalties for the individual exceeding the limitations.
3. Require that the Brotherhood assume full joint responsibility with the Company, apart from the cost of the clerical work involved, for enforcing the limitations laid down.
4. Ensure that any failure to take an employee off for mileage at the limitation period, which was due to error or oversight in the records or by the crew clerk, would not result in the Company being subject to penalty claims.

10. Shift Differentials

This Brotherhood proposal is for yard service employees to be paid a shift differential of 10 cents per hour for the afternoon shift and 15 cents per hour for the night shift. This proposal is system wide and relates to yard service employees only.

An identical proposal was put forward by this Brotherhood in the Canadian National dispute, and the various arguments in support of the proposal and against it are dealt with in the report of that Conciliation Board at pp. 673-76 of THE LABOUR GAZETTE, Vol. LXII, No. 6, June 1962.

It appears that there is not in effect any provision for afternoon or night shift differentials for any railroad employees on

any major railroad in either the United States or Canada, and this is said to be due to the fact that the whole wage structure of yard service and road service employees has been developed over the years with due consideration for the fact that no shift differentials were paid.

It also appears that no shift premiums are paid to members of the non-operating group of employees who are assigned to shift work necessary to maintain operations around the clock, nor has any request been made by these employees for shift differentials in the current negotiations.

Also, in the recent settlement by this Brotherhood with the Canadian National Railways, no provision was made for shift premiums.

Recommendation—For the reasons outlined above, this Board does not recommend the adoption of this Brotherhood proposal for shift differentials for yard service employees.

Part IV—Brotherhood Regional Rule Proposals—Western Canada

The collective agreements for road and yard service in Western Canada (Prairie and Pacific Regions) have been largely untouched for over 40 years, and between May 1955 and June 1960, representatives of the Brotherhood in Western Canada and of the Canadian Pacific Railway have spent many months in negotiations designed to completely revise the Western Agreements covering road and yard service.

For example, meetings were held almost continuously on a daily basis in Vancouver and Calgary from May 9, 1955, until December 6, 1955. Considerable progress was made in these meetings in 1955, and such meetings were resumed in Montreal on July 9, 1958, and continued on a daily basis almost continuously for the next two months.

By the latter part of August, 1958, after some 23 meetings, a draft of a revised yard schedule was completed although there were a few minor points on which the parties were not in complete agreement.

Meetings continued to be held in relation to the revision of the road schedule of the Prairie and Pacific Region agreement, but upon an intermittent basis, until the establishment of a Board of Conciliation in April 1959.

The 1959 Conciliation Board recommended that the parties confer again to try to reach agreement and then report back to the Board. This was done, and a report was submitted to the 1959 Conciliation Board in the form of signed minutes of the meetings held.

The unanimous report of that Conciliation Board was dated November 5, 1959, and it recommended that all supplementary matters should be disposed of through the revision of both yard and road schedules at a date not later than June 30, 1960.

Meetings between the representatives of the parties for this purpose again resumed on May 3, 1960, and tentative agreement was reached on the revision of the yard agreement with the exception of a few minor items and one major item, viz., the institution of a rotary spare board for yardmen.

The Board Chairman considers that it is imperative that the immense amount of detailed work and effort put forth during these protracted negotiations should not be wasted, as both parties agree that the Western agreements are very much out-of-date and probably are obsolete in many respects.

Recommendation—This Board strongly recommends that these extensive negotiations should now be brought to a conclusion and "finalized" in a complete revision of the road and yard service agreements covering the Prairie and Pacific Regions.

Part V—Brotherhood Regional Rules—Eastern Canada

The Brotherhood presented a number of proposals relating to amendment of Regional Rules for the Atlantic and Eastern Region. Six only of these proposals will be dealt with here as set out below.

1. Revise Article 23 (d)

Proposal: Revise Article 23 (d) to provide for payment on days off when called as a witness in court or held off on Company's business or on Company's order.

The present rule reads as follows:

"Article 23

(d) Held off on Company's business or coroner's inquest, court cases:

Trainmen held off on Company's business or on Company's order, will be paid schedule mileage rates for mileage lost, and reasonable expenses, *if away from home.*

"Trainmen called as witnesses in court by the Company or before a coroner's inquest, will be allowed time, minimum day's pay passenger rate, for each twenty-four (24) hours

or portion thereof *detained from duty*. Men assigned to regular runs so held will receive not less than the regular rate for the time lost. Actual reasonable expenses incurred while away from home will be allowed. Court witness fees and mileage will be assigned to the Company in cases in which pay is allowed." (Emphasis added).

The italicized words limit the payment to cases in which the employee is "away from home" or "detained from duty."

Recommendation—As the rule is designed to meet cases in which the employee is held off for the purpose of Company business or order, or to give evidence in court for the Company, or at an inquest (presumably called because of a fatality involving the operation of the railway), this Board recommends that the words italicized above be deleted from the schedule rule.

2. Revise Present Called and Cancelled Rules

Proposal: Revise present Called and Cancelled Rules so payment stipulated will be paid when road or yard service employees are cancelled before reporting for work.

Article 25 at present reads as follows:

"Called and Cancelled

When trainmen come on duty and are not required, they will be paid through-freight rates with a minimum of thirty-seven and one-half (37½) miles and will stand first out, except in such cases as a minimum day is paid for. Trainmen held for duty and not used, their vans having been sent out, will be paid one hundred (100) miles for each twenty-four (24) hours while waiting return of van."

Rule 21 at present reads as follows:

"Yardmen Not Used

When regular yardmen are require to come on duty and are not used, they will be paid eight (8) hours at schedule rates. Spare yardmen called and not used will be paid for three hours at schedule rates."

To qualify under the present article and rule, the trainman or yardman must have reported for duty and be subsequently cancelled. If he is cancelled before leaving home, no payment is made, but he still stands first out and generally receives a call for at least a full day's work very shortly thereafter.

It appears to the Board Chairman that some provision should be made for payment to the employee who is called and then later cancelled before he leaves his home, but that this payment should be less than in the case of the employee who is cancelled after he has reported for work.

Recommendation—This Board recommends that Article 25 be amended (but the last sentence thereof remain unchanged) to provide that when a road service employee is cancelled *after* reporting for duty he will be paid a minimum of 37½ miles at through-freight rates, but that if he is cancelled *before* reporting for duty he will be paid 18¾ miles at the same rate, and in both cases will stand first out.

This Board also recommends that Rule 21 be amended to provide that a regular yardman cancelled *after* reporting for duty will be paid eight hours at schedule rates, but if cancelled *before* reporting for duty he will be paid four hours at schedule rates. Also, that a spare yardman cancelled *after* reporting for duty will be paid three hours at schedule rates, but if cancelled *before* reporting for duty, he will be paid one and one-half (1½) hours at schedule rates.

3. Revise Investigation—Discipline Rule

The Brotherhood seeks to have the present schedule rules of the Eastern Agreement amended so that an employee, when giving a statement of the facts as he knows them in the course of an investigation, should not be required to assume responsibility for the accident or other occurrence being investigated.

Also, the Brotherhood desires to amend the rule to provide that an employee be notified of the decision in writing within 15 days of the time the investigation is held.

It appears that the rule proposed by the Brotherhood is the equivalent of the rule now included in the schedule rules in Western Canada. Also, it appears that there is not a great deal of difference between the parties, as the Company apparently agrees that an employee should not be required to assume responsibility for the matter being investigated.

The rules concerned are Article 33 (d) in respect to road service and Article 41, Rule 12, in respect to yard service.

Recommendation—The time limit suggested of 15 days from the time the investigation is held appears to be too short, but it may well be that the time limit in the present rule is too long, as it is within 15 days of the rendering of the report, and there is no control over the time taken to render the report.

Subject to this comment, it is recommended that the schedule rules in the Eastern Collective Agreements be amended to provide that the employee should not be required, in the circumstances outlined, to assume responsibility for the matter under investigation.

4. Request to Provide Tools and Supplies

Proposal: Request to provide first aid kits, air hoses, emergency knuckles, hammer, cold chisels, pipe wrenches and small cables on diesels.

Since the removal of these items from the diesel locomotive, when an air hose

bursts and knuckles are required, the employees have to walk the length of the train to the van to obtain the required item.

Recommendation—This Board recommends this Brotherhood proposal.

5.-6. Additional Requests

Proposal (5): Request that the backs of seats in the cupola be covered with foam rubber, and Proposal (6): Request for installation of Coleman oil lamps.

The foam rubber for the cupola seats is to reduce back injuries due to slack action in long freight trains, and replacement of Aladdin lamps by Coleman lamps in the vans is requested to reduce breaking of mantles, giving better lighting and reducing the fire hazard.

Recommendation—This Board recommends that vans in Eastern Canada be equipped with Coleman lamps as are the vans on Canadian Pacific Western lines, and that foam rubber be provided for the backs of cupola seats.

These improvements to be carried out on a progressive time schedule to be agreed upon by the parties.

Part VI—Company Proposals

A—COMPANY PROPOSALS RELATING TO ROAD SERVICE

SECTION 1—SYSTEM WIDE, I.E., APPLICABLE TO ATLANTIC AND EASTERN, PRAIRIE AND PACIFIC REGIONS

1. Elimination of All Arbitrary Payments and Special Allowances

Proposal: That a rule be established to provide for payment of actual miles or actual time on duty, whichever is the greater, calculated from the time required to report for duty until released from duty, on the basis of 12½ miles per hour in freight service and 20 miles per hour in passenger service, except short turnaround runs, and to eliminate all agreements, rules, regulations, interpretations or practices, however established, in conflict therewith, such as:

Initial and Final Terminal Delay—System wide.

Turnaround and Junction Switching—Prairie and Pacific Regions.

Work Train Service en Route—System wide.

Loading and Unloading Stock—Prairie and Pacific Regions.

Running off the Main Track over One Mile—System wide.

Snow-plowing or Flanging Side Tracks—Prairie and Pacific Regions.

Doubling—Prairie and Pacific Regions.

Handling Government Mail—System wide.

Customs Allowance—Atlantic and Eastern.

This Company proposal is a very far-reaching one indeed, and if assented to, would eliminate entirely all arbitrary payments and special allowances of any nature including one, at least, which was incorporated into the collective agreements as late as 1960.

The reference here is to the elimination of the 15-minute "free-time" period in the Initial Terminal Delay rule, which was recommended by the Anderson Conciliation Report of August 27, 1959, for the Atlantic and Eastern Regions, and by the Anderson Conciliation Report of November 5, 1959, for the Prairie and Pacific Regions.

The Board Chairman considers that this blanket proposal is too wide sweeping to be realistic, and that this Board should not accept it in its present form.

This view is supported by the fact that some of the remaining Company proposals deal with specific arbitrary payments to which the Company objects and in regard to which elimination or amendment is proposed.

Recommendation—This Board is not prepared to recommend this Company proposal in its present form, which is considered to be too all-embracing.

Consequently, no consideration will be given to this proposal except insofar as consideration of specific Company proposals dealt with later in this report will involve certain aspects of this far-reaching Company proposal.

2. Straightaway or Turnaround Service

Proposal: To incorporate into the respective East and West Agreements the following rule:

Crews in pool or irregular freight service may be called to make short trips and turnarounds with the understanding that one or more turnaround trips may be started out of the same terminal, and paid actual miles with a minimum of one hundred (100) miles for a day, provided (1) that the mileage of all trips does not exceed 120 miles, (2) that the distance run from the terminal to the turning point does not exceed 30 miles, and (3) that men shall not be required to begin work, on a succeeding trip out of the initial terminal after having been on duty eight consecutive hours, except as a new day, subject to the first-in first-out rule or practice.

Except in assigned work train service, trainmen will be notified when called whether for straightaway or turnaround service, and will be compensated accordingly. Such notification will not be changed unless necessitated by circumstances that could not be foreseen at time of call.

Trainmen will not be called for turnaround service when such service involves turning at terminal 100 miles or more distant from the initial terminal. When the distance between the initial terminal and the objective terminal is less than 100 miles, the objective terminal may be regarded as a turnaround point,

and crews in unassigned service, when called for turnaround service, run out of such point without regard for first-in first-out rules or practice. When the turnaround point is an intermediate station, trainmen may be called for turnaround service without regard to the distance between such station and the initial terminal.

The first paragraph of the proposed rule, set out above, is identical with the present schedule rule now appearing as Article 14 (b) of the Atlantic and Eastern Regions Agreement. The second two paragraphs would be new ones for the Eastern Agreement, and all three paragraphs would be new for the Western Agreements.

In March 1959, a dispute arose between the Brotherhood and the Canadian Pacific concerning the proper method of payment to through-freight crews on piggyback trains operating from Ottawa to Grovehill (near Montreal), a distance of 106 miles in each direction.

The Brotherhood contended that payment should be made on the basis of a separate trip or day in each direction, i.e., on a straightaway basis only, while the Company submitted that it had always been its prerogative to operate crews in and out of a terminal in either straightaway or turnaround service, and that this prerogative had not been abrogated by any rule in the collective agreement.

The case was submitted to Canadian Railway Board of Adjustment No. 1 as No. 747, and in September 1960, the contention of the employees was sustained by the Board's finding that payment should be made in such a case on a straightaway basis in conformity with the decision of the same Board in Case No. 739 between the Engineers (BLE) and Canadian Pacific over payment of locomotive engineers for the same trip on piggyback trains operating from Ottawa to Grovehill and return to Ottawa.

The decision of the Board, in Case No. 739, involving the locomotive engineers, stated that:

"The contention of the employees is sustained in that it is not proper to establish runs in turnaround service between terminals *where the distance is 100 miles or more in each direction.*" (Emphasis added.)

The italicized words support the Company position that the decision in Case No. 747 concerning this Brotherhood, which was based on the principle of Case No. 739, did not affect the right of the Company to operate runs in turnaround service where the distance between the terminals is less than 100 miles.

The Company also states, and this is not denied, that the present practice is to operate runs in turnaround service where the turning point is not a terminal, regardless of whether the distance is more or less than 100 miles.

In the recent disputes between the locomotive engineers (BLE) and the locomotive firemen (BLF & E), and the Canadian Pacific, a similar proposal was made by the Company, and in each case the adoption of the Company proposal was recommended by the Anderson Conciliation Board. Also, in each case the rule was incorporated into the respective collective agreements during the recently concluded settlements.

It would appear that the adoption of the proposed rule on a system-wide basis would give effect to the Board of Adjustment decision in Case No. 747 and the principle of Case No. 739, on a uniform basis, and would also operate to clarify the practice to be followed in the operation of runs on either a straightaway or turnaround basis.

In addition to the above, the proposed rule would operate to have the practice in regard to trainmen conform to that already established in respect to locomotive engineers and locomotive firemen.

Recommendation—For the above reasons, this Board recommends the adoption of this Company proposal upon a system-wide basis.

3. Elimination of Payment of Freight Rates for Crews Handling Passenger Trains

Proposal: Agreements on the Atlantic, Eastern, Prairie and Pacific Regions to be amended to provide for payment of passenger rates to all crews handling passenger trains.

Although the wording of the applicable schedule rules is different in Eastern Canada and Western Canada, the general effect is the same, i.e., to provide:

1. For freight rates to be paid to any freight trainman called to operate a passenger train unless he has elected, by reason of his seniority, to relieve on a vacancy.
2. That regular passenger crews will be paid freight rates for any extra mileage made.
3. Also, that if a freight car is handled on a passenger train, freight rates will apply to the regular passenger crews between the points such car or cars are handled.

The through-freight and passenger rates in effect from coast to coast on the Canadian Pacific are as follows:

	Freight Rate Per Mile	*Passenger Rate Per Mile*
Conductor	14.55¢	10.49¢
Trainman	12.73¢	8.40¢
Train Baggageman		8.54¢

The main reason for the different rates was that, under the dual method of payment, miles or hours for the trip, the higher speeds of passenger trains resulted in the passenger trainmen generally earning considerably more miles in a given number of hours worked than was the case with the freight trainmen.

Thus it was necessary to provide a higher rate per mile for the freight service to allow the freight trainmen to earn a reasonably comparable wage.

This feature is also recognized in the collective agreements by the guarantee rules, which provide 2,800 miles per month in freight service and 4,500 to 4,600 miles per month in passenger service, and also by the basic speed basis for calculation of overtime under the dual basis of pay, viz.: 12½ miles per hour in freight service and 20 miles per hour in passenger service.

Also, apart from the slower speed, the extra work involved in freight service doubtless had an influence upon the establishment of higher rates for freight service.

Two aspects of the present situation will be briefly referred to, as follows:

a. *Passenger Trains Run in Sections*

It is frequently necessary to operate sections of passenger trains between terminals due to the traffic offering being more than one train can take care of.

In these cases, the regular passenger crew handles one section at passenger rates and conditions, but the unassigned crew called to handle the extra section must be paid the higher freight rates, although the work and responsibility of the two crews and the time on duty in handling the two trains are the same.

b. *Freight Car Placed on Passenger Train*

If a freight car is placed on a passenger train, the regularly assigned passenger crew is paid freight rates between the points such car is handled.

As freight cars used in this way are fully equipped for passenger train operation, the schedule speed of the passenger train is not reduced, and even if the train crew were required to pick up or set out such freight cars (which would not frequently be the case), this would be no different from picking up or setting out passenger cars, which has always been done as required by passenger crews.

Consequently, the time on duty to complete the trip would not normally be increased by the addition of the freight car to the passenger train.

A significant fact is that the collective agreements in effect between Canadian Pacific Railway and the locomotive engineers (BLE) and locomotive firemen (BLF & E), both provide for the payment of passenger rates when handling passenger trains.

The Board Chairman has carefully considered the submissions put forward by this Brotherhood in opposition to this Company proposal, and is not impressed with their weight or accuracy.

For example, the Brotherhood suggests that under the Company proposal, the Company in Western Canada could attach a coach to a freight train and pay the crew passenger rates for the trip.

The Company categorically denies that this is so, and states that mixed-train crews are now and always have been paid the higher wayfreight rate, even though in some cases they are performing nothing more than fast through-freight service. This Company statement was not denied by the Brotherhood.

In Eastern Canada, Article 10 of the schedule rules provides for the operation of mixed-train service, and if there is any danger of the Company taking advantage of this proposal to attempt to pay passenger rates for the operation of freight trains, this can readily be taken care of by proper safeguards inserted in the schedule rules.

Recommendation—This Board considers that the Company has discharged the onus resting upon it of establishing that this Company proposal is merited and should be implemented.

Accordingly, this Board recommends that the necessary amendments be made to the applicable schedule rules, upon a system-wide basis, to provide for payment of passenger rates to all crews handling passenger trains.

The intent of this recommendation is that passenger rates should be paid for passenger service and freight rates for freight service, and that the required changes be made in the schedule rules to define the line of demarcation between the two services.

4. Uniform Payment for Deadheading

The Company proposal is to "provide payment for deadheading at a specified rate of $10.49 for conductor and $8.40 for brakemen per 100 miles or less and overtime earned, if any." This proposal is applicable to road service only and is system wide.

Deadheading describes the movement of one or all of a train crew from one place to another on a train handled by another crew. The present rules require payment of crews deadheading at the same rate as

that paid to the crew actually handling the train on which the deadheading is being done.

For example, when passenger trains are run in sections, the regularly assigned crew handles one of the sections and is paid at passenger rates. The other section or sections are handled by assigned crews who are paid freight rates.

If the deadhead crew travels on the section handled by the assigned crew, the deadhead crew receives passenger rates for deadheading, but if the deadhead crew travels on the section handled by the unassigned crew, then the deadhead crew is entitled to the higher freight rates.

Under present rules, trainmen cannot be required to leave their caboose for the purpose of travelling on passenger trains. Thus, if it is deemed necessary to deadhead crews on passenger trains, cabooses must be attached to the passenger trains. But in many cases this is not practicable as it will result in delays to the passenger train.

Accordingly, cabooses of deadheading crews are generally moved on freight trains, which, under present rules, compels the payment to the crew of the higher freight rates.

In many cases, when crews are ordered to deadhead on a freight train at a time reasonably close to the departure time of a passenger train, such crews voluntarily abandon their cabooses and travel on the passenger train to enjoy its added comfort and convenience.

In these circumstances, the Company is obliged to pay such deadheading crews upon the higher freight rate basis, that is, at a rate considerably higher than the rate paid to the crew actually working the passenger train on which the deadheading crew has travelled.

There does not appear to be any reason why the measure of payment of a deadheading crew should be the same as that of the crew working the train on which the deadheading is done. The deadhead crew is not working, but is returning from work, and while doing so it is not charged with any responsibility whatsoever in connection with the operation of the train upon which it is travelling.

On the other hand, the working crew is actually engaged in the process of getting the train over the road as expeditiously as possible, with due regard for safety, and is fully charged with the responsibility for the operation of the train and the various attendant responsibilities.

As the deadheading crew has no responsibilities whatsoever, and is actually not working or operating a train but just returning from work, the view of the Board Chairman is that all train crews when deadheading should be paid upon a uniform basis, and there would appear to be no justification for this basis being any higher than that paid to the train crew operating a passenger train.

Recommendation—For the above reasons, this Board recommends that all crews when deadheading be paid at the same rate per mile as are paid to the train crews for operating a passenger train, regardless of the class of service on which the deadheading is actually carried out.

5. Elimination of Daily Guarantee in Work Train Service

The present schedule rules in both Eastern and Western Canada are worded differently, but in the result provide for payment of trainmen who are *assigned* to work train service, as long as they are held in that service, upon a special basis, viz.: that they will be issued a day's pay at the applicable rates for each working day exclusive of overtime or mileage previously earned.

The Company proposal is to eliminate this daily guarantee and substitute a minimum monthly guarantee of 2,800 miles, i.e., 28 basic days pay.

The Company stresses that this proposed guarantee is in excess of the existing calendar day guarantees for six days per week, equivalent to 2,600 miles per month, but there is no doubt that the Company proposal would reduce the earnings of assigned crews in work train service because the present daily guarantee is exclusive of overtime or mileage previously earned.

No figures were placed before this Board to show the actual earnings of work train crews under the present rules and the effect of the Company proposal upon these earnings.

The Board Chairman suspects that the earnings of assigned work train crews may be very considerable, but considers that this Board is not in a position to express an informed opinion upon this controversial matter.

Recommendation—This Board does not see fit to recommend this Company proposal at this time, as this Board has not sufficient information upon which to base a reasoned conclusion after giving due consideration to all the implications of the proposed amendment.

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Section 2—Company Proposals Relating to Road Service in the Prairie and Pacific Regions

1. Short-Run and Short-Turnaround Rule in Western Agreements

Proposal: Eliminate the existing Short-Run and Short-Turnaround Rule (so-called Automatic Release Rule) in the Western Agreements, which provides for automatic release of a crew on arrival at terminals regardless of miles earned, and substitute therefor Article 14 (b) of the Agreement Governing Conductors and Trainmen on the Eastern and Atlantic Regions, including the addition to this Article proposed by the Company.

The present schedule rule in Western Canada (the so-called Automatic Release Rule) does *not* apply to assigned passenger, assigned mixed, and assigned road switcher crews, nor to any work train crews whether assigned or unassigned.

But the rule does apply to all wayfreight crews, whether assigned or unassigned, and to all other unassigned crews whether passenger, mixed or through freight, with the sole exception of unassigned work crews.

Three Aspects of Automatic Release Rule

The application of the Automatic Release Rule can be better understood if the rule is considered in three aspects as follows:

I. Short-Run Service.

II. Short-Turnaround Service Out of Initial Terminal.

III. Side Trip Application.

These three aspects will be dealt with in order below.

I. First Aspect—Short-Run Service

The basic or minimum day in freight service is eight hours or 100 miles, which is the minimum that must be paid when a freight crew is called for service and commences work.

But a crew subject to the automatic release rule must be paid a minimum of 100 miles from terminal to terminal, even if the miles run are less than 100. Such a crew is regarded under the rule, for payment purposes, as being released from duty at such terminal and is entitled to a *separate* minimum day of 100 miles if used out of that terminal, even though the crew is not actually released from duty at that point.

Under this application, all points at the end of track on short subdivisions are recognized as terminals even though crews are not tied up at these points.

For example, Swift Current, Sask., is a regular terminal, and Simmie is a point located 32 miles south of Swift Current and is the end of the track. If a crew, subject to the automatic release rule, is ordered at Swift Current to run to Simmie and return, the crew, under this rule, must be regarded as being released from duty and re-ordered at Simmie, which is a terminal because it is the end of the track.

This means that if a crew is ordered to run from Swift Current to Simmie and return on a continuous trip, the Company must pay each crew member 100 miles Swift Current to Simmie and 100 miles returning Simmie to Swift Current, or a total of 200 miles (two days basic pay), for a run of approximately 64 miles in total, and this is regardless of the time on duty, which may be as little as three or four hours.

The Company proposal is to amend the rules to enable train crews in any service to be run on a continuous turnaround basis, which is the same basis as now applies to assigned passenger or assigned mixed-train crews.

Under the proposed amendment, if the train crew was actually tied up by the Company at the outside point (i.e., Simmie in the example quoted), a minimum day would, of course, be paid to the crew, in each direction.

Actual Examples Of Short-Run Service

1. *Examples Concerning Operation of Wayfreights*—Examples were cited by the Company of eight separate wayfreight train crew assignments on the Prairie and Pacific Regions at various locations during 1961.

The first example only is referred to here, which concerns the La Rivière, Napinka, Lyttleton, Snowflake and Fallison Subdivision wayfreight, which normally has runs exceeding 100 miles on Monday through Thursday of each week, but operates as required—La Rivière to Fallison to Windygates, and averages about one assignment each two weeks, usually on Fridays, on a continuous basis.

For this trip the following information is shown:

	Total Miles Run	*Total Miles Paid*
La Rivière to Fallison (end of track)	34	100
Fallison to Windygates (end of track)	26	100
Windygates to La Rivière	39	100
	99	300

N.B.—Three days pay for less than equivalent of one day's work.

			Total Road Time on duty
La Rivière to Windygates and return	79	200 (2 basic days)	4 hrs. 15 min.

N.B.

1. Two basic days pay for less than one day's work.

2. Crew would in any event be entitled to one basic day, i.e., 100 miles for the 79 miles run, but the automatic release rule obliged the Company to pay *double* the minimum otherwise payable.

Space is not available to set out the other seven examples but they all illustrate the same point. A careful review of the eight examples given by the Company, of way-freight operation under this automatic release rule, reveals the following:

a. The 8 examples included 19 specific instances in which the date, location and time on duty were given.

b. Of the 19 instances, there were 15 occasions when the Company was obliged to pay 200 miles (2 basic days pay) under this rule.

c. Of the 15 occasions when the Company had to pay 200 miles, in every case but one, the crew was on duty less than a minimum day of 8 hours and as little as 2 hours and 55 minutes.

d. In the sole exception, the crew was on duty for 8 hours and 30 minutes, and the Company was obliged to pay 200 miles (2 basic days pay).

e. Of the four cases in which the Company had to pay a basic day's pay, i.e., 100 miles, the times on duty varied between 1 hour and 20 minutes to 2 hours and 25 minutes.

f. All of the 14 examples referred to were taken from Company records of operation in 1961 and most of the examples involve regular assignments that are still operating.

2. *Example Concerning Operation of Unassigned Freight Crews*—The eight examples cited by the Company concerned the operation of wayfreight train crews, but the automatic release rule also applies to unassigned freight crews generally.

To illustrate this the Company referred to the following example—

On March 21, 1961, an unassigned freight pool crew ran from Swift Current to Stewart Valley (end of track) and return, a distance of 28 miles each way. Because of the automatic release rule, Stewart Valley had to be considered as a terminal with the result that the following payments had to be made:

	Total Miles Run	*Total Miles Paid*
Swift Current to Stewart Valley	28	100
Stewart Valley to Swift Current	28	100
	56	200

This crew was not, of course, released from duty at Stewart Valley. They were at this point one hour and were paid for this one hour in addition to 200 road miles for 56 miles run.

II. *Second Aspect—Short-Turnaround Service Out of Initial Terminal*

Under the present automatic release rule, a train crew must be regarded as being automatically released from further road service on arrival back at the initial terminal regardless of miles run.

For example, if a crew is ordered at the initial terminal and proceeds a distance of, say 10 miles, and then returns to the initial terminal, such crew, although running only 20 miles, is entitled to a payment of 100 miles, and if another trip of the same nature were required immediately, the crew would have to be paid another 100 miles for the second trip of 20 miles, or as an alternative, another crew would have to be called and the payment would be the same.

Further, under these circumstances, when another crew was not called, the Company has been subjected to an additional penalty of 50 miles to be paid to the crew who stood first out and was not called for the second trip.

The Company referred to cases where a train, after leaving the initial terminal, was required to back into the terminal because of some mechanical trouble a few miles out. When the difficulty was rectified by the locomotive being changed, for example, the crew continued on the trip and the Company was subjected to payment of a minimum day of 100 miles for the first trip out and back into the terminal, which might have constituted as little as four or five miles run.

Also, in addition to this, if the same crew was used to take the train out of the terminal the second time (the alternative to which would normally be an unnecessary delay to the train waiting for another crew),

the Company would be subjected to a run-around penalty claim of 50 miles by the crew that stood first out by reason of its not being called.

Vivid Example:

The Company cited as a vivid example of distorted payments that accrue under this rule an occurrence that took place in 1958.

A snow slide occurred approximately three miles east of Field and the first crew out on the freight pool was called at Field. On the first trip out the plow was damaged, and the crew returned to Field for another plow. This occurred twice more and each time the crew returned to Field for another plow.

This crew therefore travelled a total of six miles on each return trip between Field and the snow slide, or a total of 24 miles. The total time on duty from the time ordered at Field until off duty was just over four hours or one half of a recognized day's work.

Under the presently existing rule, this crew claimed and had to be paid 100 miles for each round trip made between Field and the snow slide, because (due to the automatic release rule) it was not subject to further road service after arriving back at the initial terminal, and, therefore, was entitled to a new day in each instance when it left the initial terminal.

In the result, this crew was paid 400 miles for 24 miles of travelling and, in addition, was paid for all time working at the snow slide over and above the miles run.

In addition to this, the Company was subjected to three 50-mile runaround claims from the crew that stood first out, because the crew was not called to make the second, third or fourth trips out.

Thus the Company was subjected to the payment of 550 miles (five and one-half basic days pay) for 24 miles run, and in addition, paid for all time occupied in working at the snow slide in return for a total of four (4) hours on duty by the crew that did the work.

This example is, of course, an extreme one, and would not occur frequently, but it does vividly emphasize the abuses that a rule of the nature of the one in question would permit and indeed encourage.

III. *Third Aspect—Side Trip Application*

If a crew that normally operates in way-freight or through-freight service over a subdivision is required to make a short trip from a junction point in between the initial and final terminals of the subdivision, the automatic release rule provides for a minimum day's pay of 100 miles for the side trip itself, regardless of the miles run on the side trip, which may be as little as five or six miles, and this arbitrary 100-mile payment is apart from and in addition to any payment for the miles run on the main trip.

Examples

1. On March 8, 1961, a wayfreight that regularly operates between Wilkie, Sask. and Hardisty, Alta., on the Hardisty subdivision, a distance of 131 miles, was required to go from Macklin, 62 miles west of Wilkie, to Denzil on the Macklin subdivision (which was a side trip) to pick up a car which had in error been billed to and delivered to Denzil.

The distance between Macklin and Denzil is 15 miles and the total return mileage for the side trip was 30 miles. The time taken to make this side trip was 1 hour and 20 minutes, yet, because of the automatic release rule, the Company was obliged to pay this crew a minimum day of 100 miles (the equivalent of eight hours) for the 30 miles run on the side trip that took the crew 1 hour and 20 minutes to do.

2. Freight crews operate regularly between Red Deer, Alta. and South Edmonton, Alta., a distance of 97 miles for which 100 miles are, of course, allowed with no objection by the Company.

However, on occasions such crews are required to run on a side trip from Wetaskiwin, which is 57 miles north of Red Deer, east to Camrose, to obtain stock. The distance between Wetaskiwin and Camrose is 25 miles, and thus the total mileage of the side trip is 50 miles.

For this operation, the Company pays such crews the basic 100-mile day for the trip of 97 miles from Red Deer to South Edmonton, or vice versa, and a further 100 miles for the 50-mile side trip from Wetaskiwin to Camrose and return.

Thus, instead of paying the crew for 147 miles for the total mileage of the trip, which is approximately one and one-half basic days pay, the Company is obliged by the operation of this rule to pay 200 miles for a total trip of 147 miles.

Views of Board Chairman—I have carefully considered the Brotherhood's position in respect to this automatic release rule, which is set out at pages 114 to 116 of the Brotherhood Rebuttal.

In my opinion, the Brotherhood has signally failed to answer the very strong case made by the Company for the deletion of this automatic release rule.

In the first place, the deletion of the automatic release rule would not affect the protection afforded to road service men by the basic-day provision of payment for a basic or minimum day of eight hours or 100 miles in all freight service, which must be paid to any freight crew that is called and commences work.

In the second place, the suggestion by the Brotherhood that the automatic release rule is the very foundation of the Road Schedule cannot be accepted, because there is no such provision in the Road Schedule for Eastern Canada covering road service on the Canadian Pacific.

Indeed, even in Western Canada, the automatic release rule does not apply to assigned mixed-train crews, assigned or unassigned work train crews, assigned passenger crews or assigned road switcher crews.

Again, there is no schedule rule comparable to this automatic release rule contained in any other running-trades agreement on the Canadian Pacific system in Canada nor, as far as this Board can ascertain, is there any similar provision in

any road schedule on any Canadian railroad.

Recommendation—This Board considers that the railroad has completely met the onus resting upon it to satisfy this Board that this automatic release rule is obsolete, and that there is no justification for the unmerited and unearned payments that this rule requires the Company to make to wayfreight and freight crews for services not performed.

With the replacement of steam locomotives by diesel-electric motive power, whatever justification may have existed for such a rule (if any) no longer exists at this date.

Artificial payments for work not done of the nature illustrated by the examples given above can only operate in the long run to unduly inflate freight rates, and reduce the ability of the railroad to compete effectively for business with its many and active competitors in the business of the transportation of goods.

Thus the retention of these forms of the "pyramiding" of costs or piling "miles upon miles" is not only detrimental to the interests of the railroad but is also inimical to the long-term welfare and interests of the employees themselves.

This Board recommends the elimination of the so-called automatic release rule and the substitution therefor of the schedule rule in the Eastern collective agreements, amended in accordance with the recommendation of this Board set out here previously when dealing with Company proposal No. 2 concerning the amendment of Article 14 (b) of the Atlantic and Eastern Regions Agreement in respect to "Straightaway or Turnaround Service."

2. Eliminate Two-Calendar-Day Feature in Unassigned Work Train Service

The present rule (Article 3 (f)) in Western Canada provides that, when a crew is called for *unassigned* work train service, it must be paid continuous time for the first two calendar days, unless released from duty at a terminal before the expiration of such time. After the first two calendar days, such a crew would be paid not less than a minimum day for each calendar day held for service.

This rule means that if such crew is held for an excess of two calendar days, the first 48 hours of service must be paid for upon a continuous-pay basis.

Apparently this rule is rather unique, as no such provision is in effect on the Atlantic and Eastern Regions of the Canadian Pacific for unassigned work train crews, nor is any such provision to be found in the schedule rules applying to locomotive engineers (BLE) or locomotive firemen (BLF & E) on the Canadian Pacific system.

The rule is a long-standing one in Western Canada, but in the days of steam locomotives it was not so onerous in application, because it was often necessary to run the steam engine to a terminal for servicing, which enabled the unassigned work train crew to be released at the terminal and avoid the operation of the rule.

However, the situation has radically altered with the substitution of diesel locomotives for steam motive power.

The Company points out that, if emergency conditions (wash-out or slides blocking the track) occur and work must continue until a track is opened, and if this takes considerable time, the crew members are not required to work continuously but are permitted to take rest individually by spelling off one another.

Nevertheless, under such circumstances the unassigned work train crew would still be paid on the basis of continuous time even under the Company proposal for amendment of Article 3 (f) of the Prairie and Pacific Agreement.

The Company proposal is to eliminate the two-calendar-day provision from the Prairie and Pacific Agreement, and to substitute an amended rule to provide that unassigned work train crews on the Prairie and Pacific Regions be paid in the same way that such crews are paid on the Atlantic and Eastern Regions, viz.: for actual time worked with not less than a minimum day's pay for each day any service is performed.

This is the same basis upon which engineers and firemen are paid across the Canadian Pacific system in either Eastern or Western Canada.

Recommendation—This Board considers that the payment of continuous time up to two calendar days to unassigned work train crews is not warranted under present conditions, particularly as no such provision is found in Eastern Canada in respect to trainmen nor in Eastern or Western Canada in respect to engineers and firemen on the Canadian Pacific system.

Accordingly, this Board recommends that this schedule rule in Western Canada be amended to conform with the schedule rule in effect in Eastern Canada governing unassigned work train crews.

SECTION 3—EASTERN AND ATLANTIC REGIONS

1. Daily Guarantee in Wayfreight Service

Proposal: Eliminate daily guarantee in wayfreight service and substitute guarantee of 2,800 miles per month.

The schedule rules in Eastern Canada guarantee to regularly assigned wayfreight crews a payment of 100 miles per day

except when the run is cancelled on a Sunday or statutory holiday.

The Company proposal is to eliminate this daily guarantee and substitute a monthly guarantee of 2,800 miles (28 basic days) at through-freight rates.

The Company proposal draws support from the fact that the existing guarantee in Eastern Canada is not contained in the schedule rules governing trainmen in Western Canada, nor in other running-trades agreements on the Canadian Pacific system.

However, the Board Chairman considers that this Board is not in a position to fully assess the implications of this proposal, as the Company proposal was not supported by specific information as to crew earnings, time on duty, trips made per week and month, etc., which would place the Board in a better position to weigh the various considerations involved.

Recommendation—For the reasons given, this Board does not see fit to recommend the adoption of this proposal at the present time.

2. Assistant Conductors (Ticket Collectors)

The Company proposal is to amend Article 1, Clause (a) of the Atlantic and Eastern Regions Agreement to add a new classification of assistant conductor (ticket collectors) as follows:

	Rate Per Mile	*Rate Per Day*	*Monthly Guarantee*
Assistant Conductors (ticket collectors)	9.07¢	$13.60	$408.15

In addition, the Company proposes to revise Article 7 of the same collective agreement to provide that:

The rates specified in Article 1 for assistant conductors (ticket collectors) apply only to men regularly assigned as such for a period of two weeks or more, or to men relieving in such assignments. Men otherwise used as assistant conductors will be paid at conductor's rate.

This railroad operates a heavy suburban commuter service in metropolitan areas such as Montreal. On these suburban runs, heavy trains of 10 to 12 cars are operated on fast schedules, Monday to Friday, largely in an area of 24 miles.

The purpose of this proposal is to provide a new classification of assistant conductor on suburban passenger runs, at a rate of pay lower than that of a conductor and higher than that of a brakeman or baggageman. The assistant conductor would act as a ticket collector to ensure the satisfactory collection of passenger fares and would not be responsible for the operation of the train.

There does not seem to be any sound reason why an employee used in such a capacity should have to be paid the same rate as the conductor, who, in addition to his duties of collecting fares, is in charge of, and responsible for, the operation of the train.

It appears that provisions for assistant conductors are in effect on the Canadian National Railways, and no substantial reason has been advanced to this Board why the Canadian Pacific is not entitled to the same consideration.

Recommendation—For the above reasons, this Board recommends the adoption of this Company proposal.

B—COMPANY PROPOSALS RELATING TO YARD SERVICE

SECTION 1—SYSTEM WIDE

1. Individual Use of Members of Yard Crew

Proposal: Provide that yardmen may, if required, be used individually to accompany light engine movements between points within switching limits on the basis of continuous time.

This Company proposal is applicable to yard service only and is system wide in its application.

Full consideration has been given to the Company submissions in support of the proposal at pages 122 and 123 of the Company brief, and to the Brotherhood opposition to it at pages 111 to 113 inclusive of the Brotherhood Rebuttal, and to the Company Rebuttal at pages 143 to 146.

It appears that in the last contract settlement in 1958 between this railroad and this Brotherhood, a provision was included in the collective agreement for the use of individual members of the road crew at both the beginning and the end of the road trip.

Views of Board Chairman—There does not appear to be any substantial reason for permitting the use of individual members of a road crew at the beginning and end of a road trip, and not permitting the individual use of members of a yard crew at the beginning or end of a regular shift on a continuous-time basis.

However, it is considered that the wording of the Company proposal is too general

and may, as presently worded, permit some of the abuses the Brotherhood is concerned about.

Recommendation—This Board recommends that a provision be inserted in the schedule rules, upon a system-wide basis, designed to permit the Company to use an individual member of a yard crew to accompany a light engine movement between yards, change-off points and shop tracks, at the beginning or the end of his regular shift, upon the basis of continuous-time payment, provided that the light engine referred to concerns only the engine used by the yard crew during its shift.

2. Rule to Provide for Two-Man Yard Crew

At present, the schedule rules dealing with the consist of a yard crew provide that a yard crew shall consist of not less than one yard foreman and two yardmen, with certain named exceptions where a two-man yard crew (foreman and yardman) is permitted.

The Company proposal is to amend these schedule rules on a system-wide basis, to provide for the addition of other yards, where a two-man crew is authorized, from time to time, when [special] conditions arise during the term of the contract after negotiations have taken place with the Brotherhood as representing the employees.

In addition, the Company proposes that there be added to the appropriate rules a proviso that the consent of the Brotherhood to the change will not be withheld when it is demonstrated that a two-man crew is adequate to perform the service required of it.

Recommendation—This Board refers this matter back to the parties for discussion and negotiation between themselves.

SECTION 2—PRAIRIE AND PACIFIC REGIONS

1. Rotary Spare Board for Yardmen in Western Canada

The Company proposal is that the presently existing straight-seniority spare-board schedule rule for yardmen on the Prairie and Pacific Regions be amended to provide for rotary spare boards similar to those in effect on the Atlantic and Eastern Regions.

Under the straight-seniority spare board, the senior spare yardman is always subject to the first call for a spare trip in each 24-hour period. This has the effect of giving the senior man more or less full-time work.

The second senior man is then subject to the next call in each 24-hour period and so on down the list in order of seniority. Thus the senior men are able to monopolize most of the work while the junior men may get as little as two or three shifts in a semimonthly pay period.

On the other hand, the rotary spare board spreads the work by operating upon a "first-in, first-out" basis, which means that the spare yardman standing first out on the board is always called when a spare yardman is required and, when he completes his tour of duty, he is placed at the bottom of the spare board and must work his way to the top before he can again be called for duty.

Under this arrangement, each spare yardman works in his turn with each man having the opportunity to work the same number of times in a given period of time as every other man on the rotary spare board.

The rotary spare board is in effect for yardmen on the Atlantic and Eastern Regions and for all road service employees in both Eastern and Western Canada on the Canadian Pacific system. It is also in effect in respect to all engine service employees across the Canadian Pacific system in Canada.

Also, in the recent settlement (May 30, 1962) between this Brotherhood and the Canadian National Railways, provision was made for adoption of the rotary spare board for yard service employees in Western Canada.

As a result, the rotary spare board is in effect for all train service employees on the Canadian National system from coast to coast in Canada.

Recommendations—The practically universal use of the rotary spare board on the coast-to-coast systems of the two major railroads in Canada demonstrates the soundness of the view that the rotary spare board is a fair and equitable basis of dealing with the allocation of spare work, both from the standpoint of the employees and from that of the employer.

One prime result of its adoption is a more fair and equitable basis of sharing the available work among the employees entitled to it.

For the above reasons, this Board recommends that the straight-seniority board in effect in Western Canada for spare yardmen be replaced by a rotary spare board, and that the schedule rules on the Prairie and Pacific Regions be amended to conform to those in effect as to rotary spare boards for yard service on the Atlantic and Eastern Regions.

2. Amend Article 30, Prairie and Pacific Regions

Article 30 of the Prairie and Pacific Regions Agreement reads as follows:

"Changing Home Terminals

Home terminals for unassigned crews as at present established will not be changed except by mutual arrangement."

The Company proposes that this schedule rule be amended by the addition of the following:

"The concurrence of the General Chairman will not be unreasonably withheld."

No point would be served by reviewing the prolonged dispute between this Company and this Brotherhood over Wetaskiwin, Alta., which was an established unassigned home terminal for trainmen for many years.

It appears that there may be a difference of opinion as to whether the Company was obliged to compensate some employees when the terminal was closed. Whether the Railway Act did or did not oblige the Company to pay such compensation was a matter which, if not agreed upon, could have been processed through the proper channels in order to obtain a final decision.

It can hardly be said that a difference of opinion in this respect between the Company and the Brotherhood was any justifiable reason for the General Chairman concerned to withhold his consent to a change in the terminal, if such change was merited upon other and relevant grounds.

The language proposed by the Company to be added to the schedule rule is plain and simple and the meaning is quite clear. The present language provides that there will be no change except by mutual arrangement. All the proposed language does is make it clear that the General Chairman concerned will not unreasonably withhold his concurrence for a change.

What this means is that the General Chairman will not act arbitrarily and without justification in withholding his assent if it is shown by the Company that there is a sound and valid reason for the change.

The strong opposition put forward by the Brotherhood to this rather mild and innocuous language almost suggests that the Brotherhood desires to withhold its concurrence to a change of terminal whether or not it can be shown that such change is justified.

There does not appear to be any valid reason for the Brotherhood objection, particularly as any difference can in the last analysis be referred to the Canadian Railway Board of Adjustment No. 1.

Recommendation—This Board recommends this Company proposal, particularly as it considers that the concurrence of the General Chairman concerned should not in any event be withheld if, under the circumstances, it would be unreasonable to do so.

SECTION 3—ATLANTIC AND EASTERN REGIONS

N.B.: There is only one Company proposal under this heading.

1. Add Britt, Ont., to List of Yards Where a Two-Man Yard Crew is Permitted

Article 41, Rule 8 of the Atlantic and Eastern Agreement reads as follows:

"Consist of Yard Crew

A yard crew shall consist of not less than one foreman and two yardmen, except in the following yards, where crew will consist of not less than foreman and one yardman, and yardman will not be required to work with less than a full crew as specified."

Then follows a list of 12 yards where the crew will consist of not less than a foreman and one yardman.

Britt Yard is located at mileage 65.0 of Parry Sound subdivision at a point about midway between MacTier and Sudbury. Two oil companies have established liquid petroleum storage and distribution facilities at Britt. Their products are carried to Britt by boat, unloaded into storage tanks and transferred by means of loading standards into railway tank cars, for distribution to points throughout Northern Ontario.

The oil companies require placement of empty tank cars at loading standards and removal of loaded cars at various times throughout the day. For this work, one yard engine is used and is employed one shift per day, five days per week. The locomotive used is the smallest type of diesel yard engine in use on the Canadian Pacific system and is capable of handling only short strings of cars at a time, either loaded or empty.

The Company carried out a detailed study of the operations of the yard crew on July 25 and 26, 1961, and the results are set out in detail for both days at pages 117 to 120 inclusive of the Company brief.

The results may be summarized as follows:

	July 25	*July 26*
Switching time	4 hrs. 30 min.	4 hrs. 0 min.
Waiting loading, inspection, lunch and no work	3 hrs. 30 min.	4 hrs. 0 min.
Total time paid	8 hrs.	8 hrs.

The Company made the following observations as to the detailed study:

1. At no time during the day were more than two men engaged in giving signals, making couplings, handling switches or doing any other physical work involved in the switching operations.

2. No situation arose when signals could not be given directly to the engineman.

3. All cars were switched with air and pushed to a stop.

4. The extraneous duties performed by the foreman (who did not actually participate in the switching) consisted of calling at the oil

companies to ascertain requirements, to sign shipping bills, checking cars and making a lifting list for main-line trains, keeping in touch with station agent by 'phone. Of these duties, checking the cars and listing them for pickups was the only duty which might have added to the time worked by the crew. This would have taken 10 minutes.

5. The days upon which the detailed study was made are typical. There could, of course, be some slight increase or decrease on certain days in the amount of switching required.

Views of Board Chairman—Very careful consideration has been given to the material presented to this Board upon this proposal.

The Brotherhood attacks the Company detailed study on the basis that it was made unilaterally, but that is not a valid criticism in my opinion.

There is no obligation on the part of the Company to call the Brotherhood in when a detailed study is made.

If there are errors of any consequence in the Company detailed study, it should not be beyond the ability or the means of this Brotherhood to bring these errors to the attention of this Board.

Statements by the Brotherhood that the Company detailed study "is not worth the paper it is written on" and that "even if accepted at its face value establishes absolutely nothing" are of little weight or consequence unless backed up by facts to support them.

The Brotherhood reply to this Company proposal seems to be based upon broad generalizations of this nature with little or no facts in support.

The material presented by the Company include a detailed description of the physical characteristics of the spur line between the main-line switch near the station and the dock, including the curvature and gradients, the chainage and an engineer's plan showing Britt Yard.

A careful review of all the material indicates that there does not appear to be any safety factor involved that would require a 3 man yard crew, and the work load itself would appear to be rather light even for a two-man ground crew, as is evidenced by the fact that on the two days in question, it was carried out by *two* men in the respective times of 4 hours and 30 minutes and 4 hours and 0 minutes.

Recommendation—This Board considers that the Company has met the onus resting upon it of establishing that it is entitled to the relief claimed at Britt Yard, and this Board recommends that Britt, Ont., be added to the list of yards at which the yard crew may consist of a yard foreman and one yardman.

Conclusion

Upon behalf of the whole Board, the Chairman wishes to express its appreciation to the parties for the assistance rendered in clarifying the issues involved.

For himself, the Chairman acknowledges his indebtedness to the skill and experience of his colleagues in this particular field.

(*Sgd.*) J. B. ROBINSON,
Chairman

(*Sgd.*) R. V. HICKS,
(*Subject to attached addendum*)
Member

Dated at Haileybury, Ont., the 17th day of August, 1962.

MINORITY REPORT

It is with regret that I have to report that the Conciliation Board of which I have the honour to be a member has been unable to effect a settlement in the dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway.

There are many matters in dispute between the parties, but the paramount issue is that of wages. The Brotherhood has asked for an increase of 18 per cent across the board, but in a recent settlement with the Canadian National Railways under almost exactly similar circumstances, agreement was reached on the several matters in issue involving an increase in wages of 8 per cent. This percentage the Brotherhood regards as its irreducible minimum, and at a meeting of the Board and the parties in Montreal on June 11, 1962, so intimated to the Canadian Pacific management. The Company's reply was a curt and emphatic refusal.

The Company's representatives refused to negotiate with the full Board in the presence of the Brotherhood's negotiating committee, and communicated its stand in private behind closed doors to the Board Chairman, who in turn informed the Board and the Brotherhood that further attempts at negotiation would be futile. No negotiation took place; no counter offer was made, nor was there any further discussion at this meeting of the various other matters in this dispute, although the Board is in possession of informative briefs that have been read and presented to the Board by the parties during a series of meetings that commenced in September 1961, and terminated in February last.

In view of this uncompromising stand on the part of the Company, further efforts by your Board to conciliate the dispute are impossible, and it becomes my duty and that of my colleagues to report to you on the issues involved.

As I have already started, the paramount issue is that of wages. The Trainmen in their initial requests had asked for an increase of 18 per cent applicable to all rates and arbitraries, and in support have urged, among other facts, the very great increase that has taken place in the productivity of the Canadian Pacific Railway system. In recent years, the Company's trains have become longer, heavier and travel at much higher speeds than in former times, the result being that real wages per ton-mile have actually decreased during the past decade.

The decline over the years in the purchasing power of the Canadian dollar is also to be considered, and particularly so in view of the recent devaluation of Canadian money and the consequent advance in prices already reported, together with inevitable further increases in the cost of living.

There is some difficulty to be encountered in making effective comparisons between wages of comparable groups in industry generally with those paid the operating employees in railroad service, due largely to differing methods of payment and conditions of labour, but this difficulty does not arise in comparisons within the railway industry itself.

Management has very properly maintained on many occasions in the past that progress in wage rates must be fairly distributed, so that no group be subject to discrimination. In its settlement with the brotherhoods of its non-operating employees in 1961, the Canadian Pacific management granted an increase in wages amounting to 8 per cent. This advance applied to both Canadian National and Canadian Pacific employees, and it was one of the circumstances upon which I based my recommendation, as a member of the Conciliation Board that dealt with the dispute between the Brotherhood of Railroad Trainmen and the Canadian National Railways, that the trainmen employees of that railway be granted a similar 8 per cent increase.

In a settlement recently effected, the parties to that dispute have acted in accordance with my recommendations. Trainmen's wages on the Canadian National Railways have been advanced 8 per cent over a contract period of 31 months, 3½ (three and one-half) per cent of which is retroactive, as follows:

1. Effective June 1, 1961, an increase of 1 (one) per cent.
2. Effective December 1, 1961, a further increase of 1 (one) per cent.
3. Effective June 1, 1962, a further increase of 1½ (one and one-half) per cent.
4. Effective December 1, 1962, a further increase of 2½ (two and one-half) per cent.
5. Effective June 1, 1963, a further increase of 2 (two) per cent.

This is a total advance of 8 per cent, and is for a contract period from the expiration of the former collective agreement on the 31st of May, 1961, to the expiration of the current renewal agreement terminating on the 31st of December, 1963, a period of 31 months.

There could be no more cogent circumstances than this in the consideration of the current dispute: the Trainmen who operate the trains of the Canadian Pacific Railway are in no respect inferior to those employed by the Canadian National Railways, and they are not to be expected to accept a lower standard of remuneration. Their employer should not provoke industrial hostilities by insisting that they do so. Why should the Canadian Pacific Railway desire to pay its operating employees less than is paid by its only real railway competitor?

Nor is there any element of hardship to the Canadian Pacific Railway Company involved in the 8-per-cent increase in question, for the Government of Canada has already given to the two railways money sufficient to enable them to extend the non-ops pattern of wage advance to all railway employees in Canada. In an appropriation of fifty million of public money by way of railway grant, the Parliament of Canada has purchased industrial peace on these public utilities and the Canadian Pacific management is not now at liberty to chisel on the rate and pocket the saving.

While senior employees in the running trades are fairly well paid, theirs is responsible service and these employees have worked their way up through many years of sub-standard wages in a rough and uncertain employment.

The public hears frequently, however, of the earnings of the select few in railroad service who have finally reached the top of their profession, but seldom indeed is anything said as to the take-home pay of railway men in the junior categories. However, from tables supplied by the Canadian Pacific management to this Board, it is admitted that 9.8 per cent of all trainmen in the running trades and 10.4 per cent of all yardmen earn in that railway's service less than $2,000 per annum. In this combined category, 10.6 per cent earn less than $1,000 per annum. Also, 14.7 per cent of the roadmen and 21.2 per cent of yardmen earn less than $3,000 per annum. 24.7 per cent of men who have reached conductor standing earn less than $6,000 per annum.

In the light of these admitted facts, and in view of the present drastic decline in value of the dollar, and the consequent increases now in effect and prospective in the cost of living, the Brotherhood is

amply justified in my opinion in insisting upon a substantial increase in rates.

It is my recommendation that in the renewal of the collective agreement that must soon be effected, the wages of trainmen in both road and yard service be increased as on the dates and in the percentages listed above, in a contract to terminate on the 31st of December, 1963.

It is regrettable that the Chairman of the Board does not join with me in this obvious decision. Following the settlement between the Brotherhood and the Canadian National Railways, in which the Chairman's recommendation of a 6½-per-cent increase was rejected and my recommendation of an 8-per-cent increase was adopted by the parties, this Board, dealing with the dispute between the Brotherhood and the Canadian Pacific Railway, was reconvened, but with the unsatisfactory results above noted.

The Company representatives refused to negotiate in the presence of the full Board, and the Chairman announced on behalf of the Company after a private session with the management that further attempts towards settlement on the part of the Board would be futile. There then followed a long delay in which the Chairman has been engaged in the discharge of other duties.

However, the Chairman's report is now in hand, in which he refers to his findings as recommendations of the Board. Technically, he is right, for when the members of the Board disagree, the Chairman's report is deemed to be that of the Board, but in actual fact this document has been prepared without consultation with me, although I sent him a written statement of my views. This document is therefore the Chairman's report and not that of the Board, as he alone is responsible for its preparation and the statements which it contains.

On the most important question, that of wages, the Chairman is neutral. He notes conclusive reasons why the parties should agree upon an 8-per-cent increase, such as I recommended in the Canadian National dispute and which the parties accepted applicable in a 31-month term of contract. This settlement, he says, is almost impossible for the parties to ignore because:

1. It is the most recent development in the railroad industry in Canada.
2. The employees involved are members of the same Brotherhood.
3. The Canadian National is the only other major railway in Canada.
4. Since 1939, wage settlements between the two major Canadian railways have been of the same order.

He says it is hardly to be expected that the trainmen employed on the Canadian Pacific Railway will accept a settlement, such as he has recommended, in the order of 20 per cent less for a contract period five months shorter. He concludes that if a settlement is worked out between the parties, it will probably be on the basis of the wage increases granted by the Canadian National Railways in the recent settlement.

All this is, in my judgment, sound and very compelling. At this point, one would assume that the Chairman agrees with me that the parties should settle at once on an 8-per-cent increase in wages in a 31-month extension of the collective agreement, and that he so recommends.

"However," says the Chairman, "as the Board Chairman has gone on record in the Canadian National dispute in recommending 6½ per cent for a three-year contract, it is not to be expected that, in this Canadian Pacific dispute, he should make an about-face and recommend a different figure."

In other words, he would rather be what he thinks is consistent than what he knows to be right. Because he was obviously mistaken in his Canadian National Railways recommendation he would save face by continuing to be mistaken in his Canadian Pacific Railway recommendation, apparently overlooking the fact that the conditions upon which he based his previous recommendation have been so changed by the Canadian National Railways settlement that he may now, with perfect consistency, alter his recommendation in conformity with the change.

What he does do is to duck the issue, reduce his report on wages to a nullity and recommend that the parties "sit down" and negotiate the amount of the wage increases required.

Then, to further muddy the waters, the Chairman mentions the recently reported settlement between the non-operating unions and two major Canadian Railways, which he commends to the consideration of the parties as, he says, no time is available to him to assess its implications. Obviously, whatever these implications may be, they have no bearing upon the present issue. The Brotherhood's request for an 8-per-cent increase is based upon a previous non-op settlement, not on this one. This recent increase to the non-ops, which is not yet ratified, has taken place months after the issue was joined in this dispute, the argument completed, and with the decision long overdue.

As the Chairman's report lacks any recommendation as to the amount of the prospective wage increase, it may be disregarded in this connection and my recommendation as above accepted for immediate settlement.

I might also point out that since the Canadian National settlement, the Brotherhood of Railroad Trainmen and the Sydney & Louisburg Railway, with the assistance of a Conciliation Board under the Chairmanship of Judge A. H. McKinnon of Antigonish, N.S., reached a wage settlement of 8 per cent for a 31-month contract identical to the Canadian National Railways settlement.

It is also worthy of note that, while the wage dispute with the Canadian Pacific Railway has been before a Conciliation Board for over a year, the dispute between the Brotherhood of Railroad Trainmen and the Sydney & Louisburg Railway was settled in two days, as stated in the following excerpt from the August 11 edition of The Cape Breton Post;

"The Conciliation Board, headed by District Judge A. H. McKinnon of Antigonish, went into session with the disputants at 10.00 a.m. Thursday and the session adjourned at 3.00 a.m. Friday, only to resume at 10.00 a.m. Friday. Shortly after noon the Board succeeded in bringing the two parties together in agreement and the session adjourned at 2.00 p.m. Friday.

While a considerably longer time is justifiable in the within dispute, a whole year's delay is unreasonably long.

While I have said that rates of pay are the principal subject of contention in this dispute, they are by no means the only item in issue, and the parties would be guilty of a serious error in judgment were they to neglect the many other matters before the Board. I shall deal with them as concisely as possible.

Annual Vacations

The current collective agreement provides for four weeks annual vacation with pay to trainmen employees after the conclusion of 35 years service, and the Brotherhood has requested that this long-service requirement be shortened to 20 years.

The Company has already conceded the four weeks vacation to its non-operating employees, effective after 25 years of service, and has expressed itself to the Board as prepared to consider a similar concession to its trainmen.

In the recent settlement between the Canadian National Railways and the Brotherhood of Railroad Trainmen, it is provided that all employees who have 25 or more years of credited service shall be entitled to receive four weeks vacation with pay, effective June 1962. The Brotherhood should accept the 25-year compromise; the Canadian Pacific management is in no position to refuse it, and I join with the Chairman in recommending it to both parties.

Statutory Holidays

The Brotherhood has asked for eight statutory holidays for both trainmen and yardmen in all classes of service. Yardmen in the Canadian Pacific employ now receive seven statutory holidays per annum, but unfortunately trainmen in road service get none.

However, it is pointed out by the Chairman that no railway road service on the North American continent is paid for statutory holidays. The Canadian National has, however, conceded that when a statutory holiday falls upon a yardman's assigned day off, he should be compensated for its loss and, if it falls in vacation, he shall receive an additional vacation day.

I recommend that provisions similar to those immediately above mentioned with regard to yardmen be included in the settlement of the within dispute and, I regret that under these circumstances, the subject of statutory holidays in road service must remain as at present during the currency of the forthcoming collective agreement. In this recommendation, I am in substantial agreement with the Chairman.

Interchangeable Rights

The Brotherhood has asked for a rule for interchangeable rights as between road and yard service employees, subject to approval by individual General Committees. The purpose of the proposed change is to maintain continuity of service for those already employed, and to avoid the anomaly of hiring new men in one of the crafts while experienced workers are being laid off in the other craft. I joined in the Board's recommendation in the dispute between the Brotherhood and the Canadian National Railways on the expressed understanding that the interchange would be on a "top and bottom" basis, as opposed to "dovetailing" of seniority, with no retroactive rights granted in either seniority group.

In the current settlement between the Brotherhood and the Canadian National Railways, an agreement in principle was reached to be applicable in both Eastern and Western Regions and to become effective on or before the 1st day of June, 1963.

Conditions of the two major Canadian railways are quite similar in respect of interchangeable rights, and I recommend that the parties in this dispute enter into an agreement similar in principle to that agreed upon between the Brotherhood and the Canadian National Railways. In this recommendation also, I am in substantial agreement with the Chairman.

Mileage Limitations

Due to economic conditions of unemployment and the reduction in staff as a result of diesel and other technological changes, and in order to promote equity in the distribution of the work, the Brotherhood has sponsored mileage limitation in road service. As employees are paid on a mileage basis, it is agreed that when senior men have accumulated a quota of miles, they shall lay off to give those of junior seniority an opportunity to earn a living.

In the recent agreement between the Brotherhood and the Canadian National Railways, the limitations have been set for both East and West at 4,300 miles per month in freight service and 6,000 miles per month in passenger service. In the current collective agreement between the Brotherhood and the Canadian Pacific Railway, there is considerable diversity in this respect. In freight service in the East it is 4,500 miles and in passenger service it is 6,250 miles, while in the West the agreement is silent as to mileage limitations.

For the sake of uniformity, I recommend that the Canadian National mileage limitations of 4,300 freight and 6,000 passenger be adopted in the prospective Canadian Pacific settlement, as does the Chairman, and I adopt his proposals that:

1. Records of mileage be kept by the Company.
2. Penalties be provided for the individual exceeding the limitations.
3. The Company and the Brotherhood assume joint responsibility for enforcing the limitations rule, apart from the cost of the clerical work involved, which shall be borne by the Company.
4. The Company be not subject to penalty claims when, due to the error or oversight of the crew clerk, an employee is not taken off mileage of the limitation period.

Regional Rules in West

Since 1955, representatives of the Brotherhood in Western Canada and representatives of the Company have spent many months in negotiations on regional rules with a view to a revision of the collective agreement. No revision of these rules has taken place since the late twenties and, in 1959, a Conciliation Board recommended that the parties enter into discussion on the subject.

Such negotiations took place in consequence, and tentative agreement was reached on most matters in dispute. These negotiations should now be concluded and "finalized," and the results incorporated in the forthcoming collective agreement.

Regional Rules in East

There are a number of regional requests from the Eastern Division, all of which have merit, and a number of which must be considered. According to Article 23 (d), trainmen held off work on the Company's business or order are paid for mileage lost and reasonable expenses "if away from home," but not otherwise.

It is not reasonable that the Company may hold men on its business or order without compensation. The phrase "if away from home" should be deleted from the article. So too, trainmen called as witnesses by the Company are paid if "detailed from duty," and not otherwise. Similarly, the words "detained from duty" should be eliminated.

Called and Cancelled

Article 25 provides that trainmen when called for duty and not required are paid a minimum of 37½ miles. Rule 21 provides that under similar circumstances, regular yardmen receive eight hours pay and spare yardmen receive three hours pay. According to the Company however, these men, when called and not used, must have "reported for duty" before becoming entitled to compensation, thus excluding men who are called perhaps in the middle of the night, dress, get breakfast, and when about to leave home, are told that the call is cancelled or set back.

According to the Company's interpretation, they get nothing. This is not right, and the article and rule should be amended to clearly state that men called shall receive, in any event, a minimum payment. On the Canadian National Railways, men called and who later have their call cancelled, receive fifty miles remuneration. The Chairman recommends that the rule be widened so that men called and the call cancelled prior to their reporting for duty be paid as follows:

Roadmen	18¾ miles
Regular yardmen	4 hours
Spare yardmen	1½ hours

I will "go along" with his recommendation.

Investigations—Responsibility

It is asked by the Brotherhood and conceded by the Company that an employee, when giving a statement or statements of the facts as he knows them in the course of an investigation, should not be asked or required to assume responsibility for the subject matter of the inquiry, and this principle should be spelled out in the rules for the guidance of both workers and officials concerned. When found responsible in whole or in part, the employee should be notified of the decision promptly, not more than 15 days after the holding of the investigation.

The necessity for the installation of Coleman oil lamps in cabooses in the Eastern Division, as has been done in the West, is obvious, and in addition, the backs of seats in cupolas should be surfaced with foam rubber in order to absorb some of the shock which men on lookout suffer in modern fast-moving freight trains, and I join in the Chairman's recommendations with two additions.

I would also recommend in favour of the Brotherhood's requests for the installation of safety glass in cupolas of cabooses, and the replacement of coal and wood stoves by oil burners. The Brotherhood demonstrated conclusively before the Board, cases of injury due to lack of safety glass, and I understand safety glass and oil burners are being installed in Canadian National Railways cabooses.

Allocation of funds by the Company's committee on appropriations for oil burners was recommended by the Anderson Conciliation Board Report dated August 27, 1959, and to date the Company has done nothing.

I join the Chairman in his recommendation that first-aid kits, air hoses, emergency knuckles, hammers, cold chisels, pipe wrenches and small cables be supplied on diesel engines.

Company Proposals

The Chairman has dealt with Company demands as follows:

1. *The Elimination of all Arbitrary Payments and Special Allowances (Eastern and Western Regions)*—This sweeping proposal would eliminate all payment for such items as initial and final terminal delay, junction switching, work train service enroute, loading and unloading stock, running off main track, snow plowing or flanging, doubling, handling government mail and customs allowance.

I concur in the Chairman's views that these proposals are too wide sweeping to be realistic, and I would dismiss them in toto.

2. *Straightaway and Turnaround Service (Eastern and Western Regions)*—The Chairman recommends that Article 14 (b) of the Atlantic and Eastern Agreement be amended to allow crews to be called for turnaround service if the distance from the initial terminal to the objective terminal is less than 100 miles.

He further recommends that the rule as amended be incorporated in the Western Agreement. He points out that, in the recent dispute between the Canadian Pacific Railway and its locomotive engineers and its firemen (BLE and BLF & E), a similar proposal made by the Company was recommended by the Anderson Conciliation Board, and the new rule was incorporated in the respective collective agreements during recently concluded settlements.

It is my understanding that when settlement was reached between the Canadian Pacific Railway and its engineers, an arbitration was agreed on to settle the question as to whether or not engineers could be called in turn around service when the distance from the initial point to the objective terminal was less than 100 miles. Possibly the Chairman has information as to the outcome of this arbitration, of which I am not in possession.

In any event, if the arbitration was held, I might recommend its findings for the *Eastern* Agreement but I do not recommend the adoption of the Eastern Article 14 (b), amended or otherwise, in Western Regions, as conditions in the West and other rules differ drastically from those in the East. I will deal further with this matter under the Chairman's recommendations to eliminate the existing Short-Run and Short-Turnaround Rule (so-called Automatic Release Rule) in the Western Agreement.

3. *Elimination of Payment of Freight Rates for Crews handling Passenger Trains (Eastern and Western Regions)*—The Chairman, while recognizing that any change in these rules could lead to abuses, recommends in favour of the Company proposal and states "If there is any danger of the Company taking advantage of the proposal to attempt to pay passenger rates for the operation of freight trains, this can readily be taken care of by proper safeguards inserted in the schedule rules."

The Chairman fails to realize that the "proper safeguards" he speaks of are contained in the very rules that he would abolish and that have been negotiated over the years in relation to the handling of freight cars on passenger trains and freight crews manning extra passenger trains. These safeguards he so lightly dismissed when recommending in favour of the Company's blanket proposal.

I cannot concur in such a recommendation to wipe out long-standing, well-proven and effective safeguards against abuses in favour of the new and unspecified safeguards, which he says might be inserted.

4. Uniform Payment for Deadheading (Eastern and Western Regions)—The Chairman points out that there are circumstances in which the Company is required, under existing rules, to pay freight crews deadheading on passenger trains at freight rates. Freight rates on a mileage basis are of course higher than passenger

rates, due to the usually higher speeds of passenger trains.

Were passenger rates paid at all times for deadheading on passenger trains, the Company would of course save money at its employees' expense. The Chairman, however, goes much farther than this argument could possibly justify. The Company is asking for uniformity in deadheading rates and the Chairman recommends that the lower passenger rates be paid for deadheading "regardless of the class of service on which the deadheading is carried out." That means that he would pay passenger rates for deadheading on the slower moving freight trains, including local or wayfreight trains, which switch enroute and stop at every station.

He ignores the time element and discomfort of freight train travel and the rigors of slack action in the caboose of long freight trains, something for which crews of freight trains receive the higher rates together with additional compensation, depending on the number of cars in the train.

Generally speaking, the rules presently in effect provide for compensation to crews deadheading on a basis the same as for the crew operating the train. Thus, on the Canadian National Railways, crews deadheading on freight trains are paid at freight rates, as are crews on the Canadian Pacific Railway. This is as it should be and is on every other railway in Canada, and I presume in the United States.

What the Chairman suggests would be highly discriminatory against employees of the Canadian Pacific Railway and I need hardly add that I do not join in such a recommendation.

5. Elimination of Daily Guarantee in Work Train Service (Eastern and Western Regions)—I join the Chairman in his rejection of this Company proposal for the reasons he states and others that I need not elaborate.

6. Eliminate the Existing Short-Run and Short-Turnaround Rule (so-called Automatic Release Rule) in the Western Agreement, which provides for the Automatic Release of Crew on Arrival at Terminal, regardless of Miles Earned, and substitute therefor Article 14(b) of the Agreement Governing Conductors and Trainmen on the Eastern and Atlantic Regions, including the Addition to this Article proposed by the Company (Western Region)—Some of the examples of payments under the automatic release rule appear on first sight to be unreasonable, but it must be borne in mind that the Westerners retained their arbitraries and special allowances in the alternative to time and one half for overtime. In consequence, overtime is not paid in the Western Region, as it is in the East.

Now the Chairman recommends the adoption of the Eastern short-run rule and the abolition of the automatic release rule, ignoring entirely the overall picture. I can visualize cases of long hours at low pay, were such protective rules as that of the automatic release abolished, while the employee affected lacked the security and protection of the time-and-one-half rule such as is in effect in the East.

It must be borne in mind that the Eastern and Western agreements differ materially, and that the application of the Western rules are of such complexity that the mere recommendation by the Chairman of his casual cure-all may be expected to bring about a most undesirable reaction and dire consequences were the recommendation adopted.

This entire matter is so complex, and the possibility of real hardship to Western employees engaged in the service affected would be so real if an ill-considered amendment were adopted, that problems such as the Chairman imagines should be dealt with by the parties themselves, who fully comprehend the conditions in question and know the territory involved, and so recommend.

7. Elimination of Two-Calendar-Day Features in Unassigned Work Train Service (Western Region)—The Chairman recommends the elimination of the rule in force in Western Canada that crews called for unassigned work train service be paid continuous time for the first two calendar days, or until released from duty at a terminal.

On the conclusion of the first two days, such crews are paid not less than a minimum day for each calendar day held for service. The frequency of rock slides and washouts in mountainous territory, where crews frequently work both day and night under emergency conditions, both explains and justifies this rule, which is of long standing.

The chief ground advanced by the Chairman for his suggested abolition of the rule is that it is not incorporated in the Atlantic and Eastern Agreements of the Canadian Pacific Railway for unassigned work train crews, nor does it apply anywhere else on the Canadian Pacific system. Well, naturally, the rule is designed for work train service in the mountainous regions, and the Rocky Mountains are not located in Eastern Canada, but a similar rule is contained in the

Trainmen's agreement with the Canadian National Railways for the protection of men on work trains in mountain territory.

This suggestion that the work train rule be taken from the work train men on the Canadian Pacific again emphasizes the advisability of leaving to Western representatives who know something of Western conditions the task of revising Western rules. I do not join in this Chairman recommendation.

8. Changing Home Terminals (Western Region)—Article 30 of the Prairie and Pacific Regions Agreement provides that "home terminals for unassigned crews as at present established will not be changed except by mutual arrangement." This involves the consent of the Brotherhood's General Chairman of the locality affected, and assures that the interests and welfare of the employees as well as that of the Company will be considered. Thus many alterations of home terminals have in the past been worked out by the parties, with the minimum injury possible to the workers and their families, under the circumstances.

The Company now proposes that: "The concurrence of the General Chairman shall not be reasonably withheld."

The Chairman recommends in favour of the Company's proposal on the ground that concurrence should not be withheld if, under the circumstances, it would be unreasonable to do so. That sounds logical, but is it? He implies that it would be unreasonable to withhold consent "if it is shown by the Company that there is a sound and valid reason for doing so."

What he overlooks is that there is invariably a "sound and valid reason" on the part of the employees for not doing so, at least until the costs and damages have been fairly distributed. This the Chairman sweeps aside, saying: "There does not appear to be any valid reason for the Brotherhood's objection, particularly as any difference can in the last analysis be referred to the Canadian Railway Board of Adjustment No. 1."

It should be appreciated that the changing of home terminals is a most grave and serious matter for the railway employees affected, for it destroys homes and uproots families from the towns and communities in which they are established. Unless it is intended to consider the interests and convenience of the Railway only, a determination of the question as to whether the withholding of concurrence by the General Chairman is reasonable or unreasonable would indeed require a panel of Solomons. His action might well be considered unreasonable by the Company, and not at all by the families he represents. Who, the Brotherhood asks, would determine the terms of such a reference and who would define what is to be considered "reasonable" and what "unreasonable."

The employees were not consulted, nor were they required to be consulted, when the existing home terminals were established, and they should not now be required to bear the burdens of change, with its consequent destruction of homes and uprooting of established families and the expense and financial loss involved, simply because the Company can demonstrate some possible convenience or economy to itself by a proposed change. Is the General Chairman of the Brotherhood to be charged with unreasonableness should he not immediately agree to the Company's proposal? Of course, the Company would like to escape from the necessity of reconciling the employees' welfare with its own interests, as is at present required.

The right of the Brotherhood to appeal to the Board of Adjustment does not provide a solution. Were the Chairman's recommendation accepted, and the Company thus allowed to override the objections of the General Chairman, the change of home terminal would be an accomplished fact long before the employees' grievance could be heard by the Board of Adjustment. In other words, the deed would be done, the families uprooted.

I do not concur in the Chairman's recommendation that would still further widen the gap between the Company and its employees and further the disruption in family life in the railway industry.

9. Add Britt, Ont., to the List of Yards where Two-Man Yard Crew is Permitted—Provision is made in the Eastern Region Collective Agreement for operation in certain yards of two-man yard crews, rather than the standard three-man crews. The Company asks that the yard at Britt, Ont., be added to this list, and it bases its request on what it calls a "detailed study" of the yard's operation on the two days only of July 25 and 26, 1961. The Chairman concurs, but I do not.

A two-day study such as that submitted to the Board is too short, and it need not have been unilateral. In my opinion, the evidence produced by the Company was not sufficient, nor was the proposal sufficiently explored by the Board to warrant a favourable recommendation.

General Remarks

As you are aware, Honourable Sir, I have served in the past on many Boards

of Conciliation, and it is because I am deeply concerned, as to the continued successful operation of the conciliation procedure, that I call your attention to the inordinate delay in the functioning of this Board.

The collective agreement between the Canadian Pacific Railway and the Brotherhood of Railroad Trainmen terminated on the 31st day of May, 1961, and notice for renewal was served by the Brotherhood on April 1, 1961, in accordance with the terms of the collective agreement. The within dispute has therefore been in progress for some 16 months.

A Conciliation Board was duly appointed, and the Board's first meeting was held on September 22, 1961, now 11 months ago.

Subsequent meetings were held on weekends at the request of the Chairman, with long intervals between sittings. It should not be overlooked, however, that both the Chairman and the writer were members also of a Conciliation Board dealing with the dispute between the Brotherhood of Railroad Trainmen and the Canadian National Railways, but the meetings of the Canadian National Railways Board were also by the Chairman's arrangement, of an intermittent week-end character, with consequent depressing intervals.

While the Conciliation Board failed to solve the dispute between the Brotherhood and the Canadian National Railways, agreement was finally effected by the parties themselves on the 30th of May, 1962.

Following this settlement between the Brotherhood and the Canadian National Railways, a meeting of this Board was convened on the 11th of June, 1962, but without fruitful results, due chiefly to the Company's unrealistic position on the question of wages.

The Chairman advised all concerned that he would consult the other Board members and proceed to render the Board's report. The members of the Board have not been convened and I have not been consulted. We have now reached the latter part of August, a delay of over two months since our final meeting with the parties, and I am just now in receipt of the Chairman's Report prepared without consultation with me, and I presume, without consultation with the Company nominee. This is almost one year since the Board's appointment.

Such delay as I have described, which is the fault of neither the Brotherhood nor the Company, is unwarranted and constitutes an injustice to the parties. During the course of this year, other groups of employees in the railway industry with 25 years of service have been granted and are enjoying four weeks vacation. The holiday season is now nearly past and this benefit is lost for the summer to the Trainmen in both road and yard service. This is but an illustration of what may have been lost to the parties by the intermittent and long-drawn-out Conciliation Board proceedings, which now finally conclude without resolving the dispute.

I am calling this feature of this Board's proceedings to your attention, because if conciliation procedure is to perform its function successfully, greater promptitude is essential.

All of which is respectfully submitted.

(*Sgd.*) A. W. Roebuck,
Member

Toronto, Ont., August 23, 1962.

ADDENDUM OF COMPANY NOMINEE

It will be noted that the recommendation contained in the Report concerning the wage issue is exclusively that of the Chairman, and while I am pleased to subscribe generally to his Report, with the utmost respect I do not find myself in agreement with his recommendation in this matter.

In particular, I respectfully disagree with his observation that "it is almost impossible for the parties to ignore the settlement with the Canadian National at the 8-per-cent figure . . . " In my view, the Chairman has placed improper emphasis on this other settlement in the light of all of the other major settlements that have taken place in respect of both railways this year.

Reviewing briefly the railway settlements, both of the Canadian Pacific Railway and Canadian National Railways, the Brotherhood of Locomotive Engineers settled on the basis of a three-year agreement providing for wage increases aggregating 6½ per cent during its term. The Brotherhood of Locomotive Firemen and Enginemen also settled with the Canadian National Railways for the same increase of 6½ per cent in passenger and hostling service (and 4 per cent in freight and yard service) for a three-year agreement. The same brotherhood settled for a somewhat lesser amount for the same term of agreement with Canadian Pacific Railway.

Accordingly, there have been no less than five settlements in the railways' running trades that provide for an increase of 6½ per cent or less during three-year agree-

ments. By virtue of these comparative settlements alone, this Brotherhood's settlement, as exacted under a strike dead-line on a nationally-owned property in a somewhat accommodating political climate, there being a federal election in progress at the time, is inapplicable. Virtual victimization of one employer, to the extent that he is forced to depart from relevant pattern settlements upon his own property as well as elsewhere, I respectfully submit does not justify recognition of it by Canadian Pacific Railway.

More recently, both railways have settled with unions representing their non-operating employees for progressive wage increases totalling 8 cents per hour during a two-year agreement, together with the establishment of a compensation fund by the contribution of 1 cent per hour by the companies. This more recent development is of particular importance, because it serves to demonstrate still further that this Brotherhood's request for an 8-per-cent increase is entirely inequitable.

In view of the foregoing considerations, it is my view that, rather than being obliged to give any weight to this Brotherhood's settlement with the Canadian National Railways, Canadian Pacific Railway can neither ignore nor should it be expected to go beyond the settlements so recently consummated with its other unions.

Additionally, an examination of the merits of the Brotherhood's case reveals that it failed to establish any valid reasons for any increase whatsoever. No concrete evidence was submitted to justify its request of an 8-per-cent increase. Whatever support it may have felt it had in the settlement for this amount with the Canadian National Railways is surely now completely discredited in view of the national austerity measures, which have since been introduced, and which are undoubtedly reflected in the subsequent settlement concerning the non-operating employees.

Having regard to all of the foregoing, I would recommend that the wage increase should not exceed 6½ per cent during the term of a three-year agreement, and that the final quantum of the increase should be relative to the degree to which the Brotherhood accepts the recommendations in the Report concerning the changes to the rules and arbitraries as requested by Canadian Pacific Railway.

All of which is respectfully submitted.

(*Sgd.*) R. V. Hicks,
Member

August 21, 1962.

Report of Board in Dispute between

Sydney and Louisburg Railway Company and Brotherhood of Railroad Trainmen

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Sydney and Louisburg Railway Company, Glace Bay, N.S., and the Brotherhood of Railroad Trainmen.

The Board was under the chairmanship of His Honour Judge A. H. McKinnon of Antigonish, N.S. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Robert C. Sykes of Beaurepaire, Que., and J. L. Dubinsky, Q.C., of Halifax, N.S., nominees of the company and union, respectively.

The Report is reproduced here.

1. A conciliation board was appointed herein consisting of Chairman Judge A. H. McKinnon, Robert C. Sykes and J. L. Dubinsky, Q.C.

2. The terms of reference were as follows: "To effect agreement between the parties on the matters on which they have not agreed."

3. The board was appointed on the 4th day of July, 1962, and formal hearings were commenced at 10:00 a.m., August 9, at Sydney, N.S. The initial hearing was continued until 2:45 a.m., August 10, and reconvened at 10:00 a.m. the same day, continuing until 1:00 p.m.

4. Evidence and submissions were taken during the course of the said hearings, and conferences were held with subcommittee groups of the parties herein.

5. The board is pleased to report that the said conferences resulted in reducing the area of disagreement until both company and union indicated that they were prepared to recommend the acceptance of a collective agreement based on the following terms:

(1) Length of agreement, thirty-one (31) months from May 31, 1961.

(2) The CNR wage adjustment to apply herein.

(3) A joint committee to seek suitable contributory pension plan. An actuary, agreeable to both parties, to be retained for this purpose. Costs of actuarial study to be shared equally. If feasible and suitable plan determined, Company General Manager to recommend acceptance.

(4) Company agrees that employees will receive benefit of statutory holiday provision while on vacation.

(5) The "Hub Day Switcher," now using two men, to be increased to three men, whether or not a yardmaster employed.

(6) Conciliation board to recommend that, where possible, overtime will be eliminated and Art. 7A of present collective agreement adhered to.

(7) Conciliation board to recommend that operations at the Pier, under the old "Wash Plant" be remedied or discontinued.

(8) Conciliation board to recommend that most vans now in operation be replaced.

(9) Aside from the provisions of Art. 13(B) of present collective agreement, company to issue orders that trainmen will not be required to check yards. The company guarantees that there will be no abuse of Art. 13(B).

(9) (a) Four weeks vacation after twenty-five years service, effective August 10, 1962.

(9) (b) *Health and Welfare:* From August 10, 1962 to December 31, 1962, in absence of a "Health and Welfare Plan" for trainmen, company will pay $4.87 per month. From January 1, 1963, $4.82 per month. On introduction of plan, company will pay 50 per cent of cost up to $5.22 per month.

(10) Trainmen are not to be penalized if they are not available for work on statutory holidays.

(11) All other matters submitted by both parties are hereby withdrawn.

6. **Recommendations**

The board recommends that the provisions of Section 5 herein be accepted and form the basis of a new collective agreement between Sydney and Louisburg Railway Company and Lodge No. 684, Brotherhood of Railroad Trainmen, for the term noted herein under paragraph (1) of Section 5.

7. The board further recommends the company implement the change of working conditions contained in paragraphs (6), (7) and (8) of Section 5 herein.

8. The board wishes to express its thanks to the representatives of both parties for their assistance and co-operation, without which the board would have found it impossible to satisfactorily discharge the task assigned to it. The board also wishes to commend both parties on their respective submissions.

All of which is respectfully submitted.

Dated at Antigonish, in the County of Antigonish, N.S., this 10th day of August, 1962.

(*Sgd.*) A. H. McKinnon,
Chairman.

(*Sgd.*) Robert C. Sykes,
Member.

(*Sgd.*) J. L. Dubinsky,
Member.

Report of Board in Dispute between

7 Canadian Railway Companies

and

17 Associated Non-Operating Unions

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act, you appointed me as third member and Chairman of a Conciliation Board to endeavour to bring about agreement between the Canadian National Railways, Canadian Pacific Railway Company, Toronto, Hamilton and Buffalo Railway, Ontario Northland Railway, Algoma Central and Hudson Bay Railway, Midland Railway Company of Manitoba, and Sydney and Louisburg Railway Company, as employers (of one part), and their non-operating employees represented by 17 Associated Railways Unions (of the other part), respecting the terms to be incorporated into a collective agreement governing conditions of employment on and after April 20, 1962, the date when the former agreement expired by notice served by the Unions upon the Railway Companies dated December 20, 1961.

G. A. Cooper, Q.C., of Halifax, was the employers' [Railway Companies'] nominee on the Board, and David Lewis, Q.C., M.P., of Toronto, was the nominee of the Unions.

During August, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway Company of Manitoba; and Sydney and Louisburg Railway Company, and the Negotiating Committee representing 17 Associated Non-Operating Unions.

The Board was under the chairmanship of the Honourable Mr. Justice F. Craig Munroe of The Supreme Court of British Columbia. He was appointed by the Minister in the absence of a joint recommendation from the other two members, A. G. Cooper, Q.C., of Halifax, and David Lewis, Q.C., M.P., of Toronto, nominees of the companies and unions, respectively.

The Report is reproduced here.

A preliminary organization meeting was held in Montreal on May 18, 1962, and sittings of the Board to hear evidence and argument were held in Montreal on July 4, 5, 9, 10, 11, 18, 19, and 20, 1962.

The Board members met in Montreal on July 25 and 26, and following their deliberations, agreed upon unanimous recommendations. On August 9, 1962, the Board met again with the parties in Montreal, at which time, I am pleased to be able to report, the members of the negotiating committees representing all the Unions and all the Railway Companies, notified the Board that they accepted the unanimous recommendations of the Board of Conciliation, which had been delivered to them on July 26, 1962, and undertook to recommend ratification thereof by those whom they represented.

Since I assume that the parties will each accept the recommendation of their negotiating committee, it would appear that the Conciliation Board has succeeded in its purpose.

(*Sgd.*) F. Craig Munroe,
Chairman

Unanimous Recommendations of the Board

Job Security

The objectives of the job security program may be broadly stated as follows:

1. To mitigate hardships suffered by long-service employees when their jobs are eliminated.

2. To enable long-service employees who are being replaced and who need to be retrained to qualify for new jobs available with the same employer, and to enjoy a means of support while so engaged.

3. The revision and adaptation of seniority and other rules in order to facilitate reasonable mobility of workers, with the intent that long-service employees shall have a preferential right to other jobs that they are capable of performing.

To implement these objectives, the following steps should be taken:

1. Establish forthwith a special joint committee or committees, with equal representation from the Unions and the Railways, to discuss and make decisions or recommendations to their principals concerning any aspect of "job security" that the representatives of either party may wish to submit as the subject for negotiation, including but not limited to supplementary unemployment benefits, severance pay, retraining programs, re-allocation of employees, changes in the apprentice program, amalgamation, consolidation and expansion of seniority groupings and/or agreements.

2. Commencing January 1, 1963, each Railway Company will establish a fund in an amount equal to one cent per hour worked (or paid for) by all its employees covered by the collective agreements on and after the said date.

3. Each such fund will be administered by a joint committee and shall be expended in such manner as the said committee shall determine for any one or more of the following purposes:

a. Severance pay to employees laid off permanently.
b. Supplementary unemployment benefits to employees laid off subject to recall.
c. Retraining programs.
d. Re-allocation of employees.
e. Such other related purposes as the said committee may agree upon.

4. Item (b) above to be subject to registration with and approval by the Unemployment Insurance Commission.

5. Any of the matters set out in Paragraph (3) above not agreed upon by July 1, 1963, shall forthwith thereafter, upon the application of either party, be submitted to a board of arbitration for final and binding settlement. A single arbitrator may be appointed, if agreed upon, and failing such agreement, each of the parties shall within eight days appoint a person to serve upon the board, and the two nominees shall within eight days select a person to be the third member and chairman thereof.

Failing such selection by the nominees within eight days as aforesaid, the chairman shall be appointed by the Minister of Labour for Canada on the application of either nominee. The award of the single arbitrator, or of a majority of the board of arbitrators, as the case may be, shall be the award of the board. It should be understood that the purposes set out in said Paragraph (3) involve the revision and adaptation of seniority rules.

Wage Increases

The Board has taken into consideration the relationship of the average hourly earnings of the non-operating railway employees to those of the durable-goods group of

employees, and also considered the pattern of wage increases in the durable-goods industries so far negotiated for 1962 and 1963. In the light of these and other factors, including the economic and competitive position of the railways, the institution of the job security program, the economic conditions in Canada viewed as a whole, and other considerations referred to in the reports of previous boards of conciliation, the Board recommends the following wage increases—

Hourly Rates:

i. Effective March 1, 1962, add one per cent to the hourly basic rates of pay in force at December 31, 1961.

ii. Effective October 1, 1962, add a further one per cent to the hourly basic rates of pay in force at December 31, 1961.

iii. Effective January 1, 1963, add a further two cents to the hourly basic rates of pay in force at December 31, 1961.

iv. Effective July 1, 1963, add a further two cents to the hourly basic rates of pay in force at December 31, 1961.

Daily, weekly and monthly rates shall be increased in an equivalent manner.

Contracting-out

The Board is not satisfied, upon the evidence, that a problem exists with respect to contracting-out of work and makes no recommendation in connection therewith.

The Employee Benefit Plan

While we have no specific recommendation to make on this matter, the Board suggests that the parties should give further consideration as to what increase, if any, should be made in the weekly indemnity, the cost thereof, if any, to be shared equally by the railways and the employees as heretofore.

Term of Agreement

The new agreements should be for a period ending on December 31, 1963.

Save as aforesaid, the terms and conditions contained in the former collective agreements should be renewed.

(*Sgd.*) F. Craig Munroe,
Chairman

(*Sgd.*) A. Gordon Cooper,
Member

(*Sgd.*) David Lewis,
Member

Dated at the City of Montreal in the Province of Quebec the 26th day of July, 1962.

N.S. Federation of Labour

(*Continued from page 1119*)

Referring to the coal industry, Mr. MacDonald said "I think the best we can hope for is that the Rand Commission proposals will be adopted; and I am afraid I must add that even if they are, we cannot expect any very considerable increase in employment in the coal mines.

"Short of some utterly unpredictable scientific revolution, there is no possibility of any big increase in employment in our coal mines in the foreseeable future."

He pointed to the tourist trade as "an industry natural to our region, which can provide a very considerable amount of extra employment if we make the initial public investment, which ought to come high on the capital projects commission's list of priorities."

Hon. Layton Fergusson

"There appears to be evidence available that labour and management are developing greater respect for, and understanding of, each other's problems," said Hon. Layton Fergusson, provincial Minister of Labour.

Referring to his own Department's activities, he said that the number of apprentices registered had increased from 113 in 1946 to 1,000 today. New trades were also being added, so that there were now 30 trades under the program. The Department of Labour was working with the Department of Education in planning future programs. The expansion of physical facilities planned or being built would help in carrying out these programs, and would give fresh impetus to the whole apprenticeship enterprise.

Election of Officers

Edward Johnston was re-elected President, and Sinclair Allen, Dartmouth, was returned as Secretary-Treasurer.

Re-elected as vice-presidents twere John Lynk, Don Murphy, Keir Milligan, Charles Parker, Roy Keefe, and Clarie Webber.

Legal Decisions Affecting Labour

Supreme Court of Canada rules on arbitration board's power to award damages
B.C. appeal court upholds legislation banning use of union dues for political purposes, and county court finds premature an action for breach of agreement
Quebec court rules on validity of 1960 amendments to Collective Agreement Act

The Supreme Court of Canada, in the dispute between Polymer Corporation Ltd. and local 16-14 of the Oil, Chemical and Atomic Workers International Union, confirmed the power of an arbitration board under a collective agreement to award damages for breach of the agreement in case of an illegal strike, even if such power was not expressly granted to the board by the terms of the collective agreement.

In British Columbia, the Court of Appeal upheld the constitutional validity of the 1961 amendments to the British Columbia Labour Relations Act preventing the use of union dues to support a political party or a candidate for political office.

In another decision, a County Court held that, when a breach of a collective agreement was alleged to occur, the parties involved should first arbitrate the dispute as provided in the collective agreement and, failing that, a court action for breach of the Labour Relations Act was premature.

In Quebec, the Superior Court rejected an application for a writ of prohibition to prevent the Magistrate's Court in Rimouski from proceeding with the charges laid by the parity committee against a company for breach of a decree dealing with hours of work in commercial establishments in Rimouski, and held the decree in question and the 1960 amendments to the Collective Agreement on which the decree was based were constitutionally valid.

Supreme Court of Canada...

...upholds power of arbitration board to award damages for a breach of a collective agreement

On March 26, 1962, the Supreme Court of Canada, in dismissing the union's appeal, affirmed the judgments of the lower courts to the effect that an arbitration board formed under a collective agreement and governed by the provisions of the Industrial Relations and Disputes Investigation Act had the power to award damages for breach of the agreement even though such power was not expressly stated in the terms of the collective agreement.

The court was in complete agreement with the reasons of Chief Justice McRuer of the Ontario High Court who, in a dispute between Polymer Corporation Ltd. and Local 16-14 of the Oil, Chemical and Atomic Workers' International Union, upheld an award of a board of arbitration constituted under a collective agreement (L.G., April 1961, p. 379). Chief Justice McRuer ruled that the union had the capacity to incur liability for damages for breach of the collective agreement and that it was within the power of the board of arbitrators to assess and award damages for violation by the union of a no-strike clause in the collective agreement even though such power was not expressly granted to the board by the terms of the collective agreement. *Re Polymer Corporation and Oil, Chemical and Atomic Workers' International Union, Local 16-14*, (1962), 33 D.L.R. (2d), Part 2, p. 124.

British Columbia Court of Appeal...

...upholds constitutional validity of legislation banning use of union dues for political purposes

On March 13, 1962, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Whittaker of the British Columbia Supreme Court (L.G., Feb., p. 219) and held that Section 9(6) of the British Columbia Labour Relations Act, which bans the use by trade unions of union dues collected through check-off and as a condition of membership of a trade union to support a

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

political party, was legislation in relation to civil rights in the province and thus within the power of the provincial legislature.

Having endowed trade unions with adequate rights and powers to enable them to fulfill their purposes under the Act, it was within the authority of the provincial legislature to prohibit the use of said rights and powers for purposes outside the scope of the Labour Relations Act, the Court ruled.

Local 16-601, Oil, Chemical and Atomic Workers' International Union was certified as the bargaining representative of the employees of Imperial Oil Limited. As such representative, it entered into a collective agreement with the company by which the company agreed (under Section 9(1) of the Labour Relations Act) to honour written assignments from its employees and to deduct the employees' union dues from their wages (check-off) and to remit the amounts so deducted to the union. The agreement contained no provisions for a closed or union shop, or for maintenance of union membership, and each employee was free to withdraw from the union without penalty.

In 1961, a new subsection (6) was added to Section 9 of the B.C. Labour Relations Act, which reads as follows:

S. 9(6)(a) No employer and no one acting on behalf of an employer shall refuse to employ or to continue to employ a person and no one shall discriminate against a person in regard to employment only because that person refuses to make a contribution or expenditure to or on behalf of any political party or to or on behalf of a candidate for political office.

(b) No trade-union and no person acting on behalf of a trade union shall refuse membership to or refuse to continue membership of a person in a trade-union, and no one shall discriminate against a person in regard to membership in a trade-union or in regard to employment only because that person refuses to make or makes a contribution or expenditure, directly or indirectly to or on behalf of any political party or to or on behalf of a candidate for political office.

(c)(i) No trade-union and no person acting on behalf of a trade-union shall directly or indirectly contribute to or expend on behalf of any political party or to or on behalf of any candidate for political office any moneys deducted from an employee's wages under subsection (1) or a collective agreement or paid as a condition of membership in a trade-union.

(ii) Remuneration of a member of a trade union for his services in an official union position held by him while seeking election or upon being elected to public office is not a violation of this clause.

(d) Notwithstanding any other provisions of this Act or the provisions of any collective agreement, unless the trade-union delivers to the employer who is in receipt of an assignment under subsection (1) or who is party to a collective agreement, a statutory declaration, made by an officer duly authorized in that behalf, that the trade-union is complying with and will continue to comply with clause (c) during the term of the assignment or during the term of the collective agreement, neither the employer nor a person acting on behalf of the employer shall make any deduction whatsoever from the wages of an employee on behalf of the trade-union.

(e) Any money deducted from the wages of an employee and paid to a trade union that does not comply with this subsection are the property of the employee and the trade-union is liable to the employee for any moneys so deducted.

When this amendment became effective, the company demanded that the union supply the statutory declaration required by subclause (d). When the union refused to furnish such declaration, the company took the position that it could no longer legally check-off the employees' union dues and refused to do so.

The union then brought an action for declaration that subsection (6) of Section 9 is *ultra vires* the provincial legislature and inoperative, and asked for an injunction to enforce its rights to check-off under the collective agreement. The trial judge dismissed the action and held the contested legislation *intra vires*. Then the union appealed on the ground that clauses (c), (d) and (e) of Section 9(6) are *ultra vires* of the province.

In the Court of Appeal, the union argued that the amendments were *ultra vires* and unenforceable on the ground that Section 9(6) interferes with the growth and development of political parties and thus with the proper functioning of parliamentary institutions in Canada; that it interferes with the status of trade unionists in Canada by curtailing their freedom to participate in politics and join with political parties; that it interferes with dominion elections; and that it is inoperative because the statutory declaration required thereunder is legally unobtainable in British Columbia.

Mr. Justice Davey, in his reasons for judgment, agreed substantially with the judgment of Mr. Justice Whittaker of the B.C. Supreme Court.

Dismissing the union's argument that the purpose of the 1961 amendment was to prevent trade unions from using their revenue, which, for the most part, consists of initiation fees and membership dues, in political action to support the New Democratic Party and thus to hinder its operations, Mr. Justice Davey pointed out that the legislation forbids the use of these union funds for the support of any political party.

Further, he added that the purpose of the legislation appears to be twofold: one is to

assure to every individual the right to refrain from supporting, without fear of discrimination, any political party; the other is to prevent the diversion of moneys collected by check-off and as a condition of membership from the support of normal union activity in the field of labour relations to the more remote field of political activity.

In Mr. Justice Davey's opinion, the Labour Relations Act has made trade unions the instruments of the Act to enforce and maintain compulsory collective bargaining with employers. For that purpose, the Act has endowed trade unions with important rights and privileges, including the right to closed shop or union shop and check-off. The Act has assured to employees their right to join and belong to trade unions and has safeguarded that right against interference by employers. Those statutory rights and privileges, and the protection afforded employees against their employers' discrimination, have helped the tremendous growth of trade unions during the postwar years and have made them effective agencies for the protection of employees' interests, *vis-a-vis* employers. Those statutory rights, including check-off, have assured unions of sufficient money to enable them to fulfil their purpose under the Labour Relations Act.

Having endowed trade unions, Mr. Justice Davey continued, with adequate rights and powers to enable them to fulfil their purpose under the Labour Relations Act, it was within the authority of the legislature to prohibit the use of those rights and powers for purposes outside the scope of the Act; in particular, it was competent for the legislature to stipulate that money collected by check-off or as a condition of membership—money which is produced in some degree by the provisions of that Act—shall not be diverted to the foreign purpose of politics.

Referring to *Toronto Elec. Commrs. v. Snider; Ex parte Atty.-Gen. of Can. and Atty.-Gen. of Ontario* (1925), 1 W.W.R. 785, (1925) AC 396. Mr. Justice Davey stated that the general scheme of the Labour Relations Act is one that falls within the exclusive authority of the provincial legislature under Section 92(13) of the B.N.A. Act, as legislation dealing with property and civil rights in the province. The same authority that allows the provincial legislature to confer those rights upon unions for the purpose of the Labour Relations Act, also allows the legislature to prohibit their use for other purposes so as to prevent those powers being abused and the original purpose being defeated.

Counsel for the union argued that unions as common-law associations are collectively entitled to all the rights and freedoms enjoyed individually by their members, including the freedom to engage, either alone or in association with others, in political activity. He contended that the prohibition against a trade union's spending for political purposes money collected by check-off or as a condition of membership was a denial of the individual right of each member to spend in association with others his money as he might think fit for political purposes.

Mr. Justice Davey did not accept this argument. In his view the Act does not interfere with the right of the individual employee or member to engage in any political activity he pleases, and he may freely associate with others for that purpose. The individual and the association may freely spend on political action all the money that they can raise otherwise than by check-off under the Labour Relations Act or as condition of membership in a trade union. But, under the Act, they cannot use for political purposes a trade union's power to raise money through check-off or as a condition of membership. This situation will make it harder for the unions to get money for politics, but such a practical difficulty presents no constitutional problem.

In making these comments, Mr. Justice Davey proceeded on the union's submission that trade unions are voluntary common-law associations, but he noted that in fact the Supreme Court of Canada held in the *Therien v. Int. Brotherhood of Teamsters* case (L.G. 1960, p. 276) that the unions are legal entities and the fact that the legislature has made trade unions legal entities, in his opinion, only weakens the union's submission and strengthens the judgment of the court below.

Mr. Justice Sheppard, in his reasons for judgment, noted that the legislature has, under the B.N.A. Act, Section 92(11) (the incorporation of companies with provincial objects), the power to confer upon the union the status of a legal entity (*Therien v. Int. Brotherhood of Teamsters*). As incidental to the power of creating such legal entity, the legislature would have the power of defining its objects and powers within the limits of provincial objects (Section 92(11)) and by subsequent legislation of increasing or limiting those objects and powers. Also, the legislature has power to enact labour legislation as "property and civil rights in the Province" (B.N.A. Act, Section 92(13)) (*Toronto Elec. Commrs. v. Snider*).

Clauses (b) and (c) of subsection (6) of Section 9 of the Labour Relations Act, in so far as they relate to the union at bar, define its powers as a legal entity and therefore are within the legislative jurisdiction of the province under Section 92(11) of the B.N.A. Act. Clause (a) deals with the relations of employee and employer; clause (b) with the rights of the employed as against the union and others; clause (d) with the employer's obligation to recognize the check-off; and clause (e) with the employee's remedy in the event of non-compliance. Hence, these clauses (a), (b), (d) and (e) deal with the relations of the employees within the province as defined by *Toronto Elec. Commrs. v. Snider,* and therefore are within the legislative powers of the province under Section 92(13) (property and civil rights in the province). It follows that the clauses in question are within the powers of the province under Section 92(11) or Section 92(13) of the B.N.A. Act.

The Court of Appeal, in a unanimous decision, dismissed the union's appeal and held Section 9(6) of the British Columbia Labour Relations Act to be within the powers of the provincial legislature. *Oil, Chemical and Atomic Workers International Union, Local 16-601 v. Imperial Oil Limited and Attorney-General of British Columbia,* (1962), 38 W.W.R., Part 9, p. 533.

British Columbia County Court...

...finds a company not guilty when it refused to discharge employee who had resigned from union

On January 4, 1962, Mr. Justice Morrow of the Yale County Court in British Columbia dismissed a union's appeal from the acquittal by a Magistrate's Court on charges laid against a company for breach of the Labour Relations Act. The Court ruled that the court proceedings were premature and the parties to the dispute should have first used the arbitration procedure provided in the collective agreement.

Further, the Court held that the phrase "shall be subject to discharge" in the collective agreement, given its ordinary meaning, meant "prone, open or exposed to discharge" and could not be interpreted as "shall be discharged".

There was a collective agreement in effect between Parkinson Building Supplies Ltd. and Local 1-417 of the International Woodworkers of America which, in Sections 1 to 4 of Art. 3 dealing with union security, made the following provisions: Section 1 provided for co-operation between the parties to the agreement; Section 2 provided for all the company's employees to become members of the union and maintain membership therein; Section 3 provided for a member in good standing *as a condition of continued employment* to maintain membership in the union; and Section 4 provided that a member who failed to maintain his membership in the union by reason of refusal to pay union dues and assessments shall be *subject to discharge* after seven days' notice to the company of the employee's refusal to maintain his membership in the union.

One R. Hilliard, who was an employee covered by the agreement, resigned from the union and refused to maintain his membership. The union instructed the company by written notice to "either have a check-off sent in immediately or dismiss R. Hilliard within seven days per the collective agreement." The company demurred and requested that the matter be left in abeyance pending the result of an application for decertification.

Then a charge was laid against the company before the Magistrate's Court that the company failed to discharge Hilliard after seven days' written notice, contrary to the collective agreement. The Magistrate's Court acquitted the company and this acquittal was appealed to the County Court.

The charge against the company was laid under Section 21 of the British Columbia Labour Relations Act, which provides, in part:

> S. 21(1) Every person who is bound by a collective agreement, whether entered into before or after the coming into force of this Act, shall do everything he is required to do . . . and failure to so do . . . is an offence against this Act.

The union submitted that on the facts of the case the company should be convicted *ipso facto.* However, the company claimed that Art. 3, Sec. 4 of the collective agreement merely said that Hilliard was subject to discharge and that the company was not *required* to discharge him. The company referred to the *Oxford Dictionary* to ascertain the ordinary meaning of "subject to", viz., to be "prone to, exposed to, open to". Had the company been required to discharge Hilliard, *ipso facto,* the section would have read "shall be discharged".

Further, the company referred to Article XVI of the collective agreement dealing with arbitration, where it was stated in Section 1 (a) that "In case of any dispute arising regarding the interpretation of this agreement which the parties are unable to settle between themselves the matter shall be determined by arbitration . . ." Consequently, it was submitted that the union

should have submitted the matter of interpretation of the agreement to arbitration and the court proceedings were premature.

In Mr. Justice Morrow's opinion, the main issue in the dispute was the interpretation of the phrase "shall be subject to discharge." In construing contracts, he pointed out, ordinary words should be given their ordinary meaning. Further, he noted that the phrase "shall be subject to" was used throughout Article 3, but in Art. XVI on "arbitration", the phrase had been omitted and a certain course of action was prescribed in certain cases, *ipso facto*.

In his opinion, there must have been reason for different wording, and the ordinary definition of the words "subject to" provide the key, viz., these words mean in effect that the employee shall be "prone to discharge", "open to discharge", or "exposed to discharge". It cannot be given the stricter meaning "shall be discharged."

Further, considering the evidence laid before him, Mr. Justice Morrow was of the opinion that the company did take into consideration Art. 3 of the agreement as it was required to do. And when it was obvious that the company's interpretation of this article differed from that of the union, the question of interpretation should have been arbitrated as provided in Section XVI of the collective agreement. This was not done and consequently the charge as laid was premature. The court dismissed the appeal and the company was acquitted. *Michael v. Parkinson Building Supplies Ltd.*, (1962), 38 W.W.R., Part 9, p. 563.

Quebec Superior Court...

...upholds constitutionality of the 1960 amendments to Collective Agreement Act re hours of labour

On January 11, 1962, Mr. Justice Blais of the Quebec Superior Court declared constitutional, *intra vires* and non-discriminatory Section 1 of the Quebec provincial statute of 1960 which amended Section 9 of the Collective Agreement Act by adding thereto the following paragraphs:

> Without restricting the generality of the preceding paragraph, the decree shall render obligatory, with respect to hours of labour, among other provisions of the collective agreement, those specifying working days and non-working days or parts thereof as well as the time when a working day shall begin and end for each category of employees.
>
> However, in any territory where there is in force a by-law adopted under the Early Closing Act or under any other general law or special act, relating to the same purpose, the time when a working day shall begin and end shall be included in the period during which the establishment concerned is permitted by the said by-law to be kept open.

Further, the Court held that under the law the parity committee may decide the working and non-working days, as well as the time when a working day shall begin and end, in every case where, in a community, there is no early closing by-law. But, when such a by-law is in operation, the parity committee has the power to fix the hours of beginning and ending of working days within the period during which the establishment concerned is permitted by the by-law to be kept open.

A decree, No. 1721 of December 16, 1948, issued under the Collective Agreement Act and relating to commercial establishments in Rimouski, was modified by another decree, No. 1454 of September 24, 1960, by setting the following new hours of work in all commercial establishments governed by the decree: Monday, Tuesday, Wednesday and Thursday, 8:00 a.m. to 6:00 p.m.; Friday, 8:00 a.m. to 10:00 p.m.; Saturday, 8:00 a.m. to noon. This change of hours of work was effected under the 1960 amendment to Section 9 of the Collective Agreement Act, referred to above.

In October 1960, the parity committee of the wholesale and retail trade of Rimouski brought charges before the Magistrate's Court of Rimouski against La Ménagère Coop. for violating decree No. 1454 by making one of the company's employees work on Saturday afternoon on October 8, 1960.

In December 1960, the company applied to the Superior Court for a writ of prohibition in order to stop the proceedings before the Magistrate's Court, contending that the 1960 amendment to Section 9 of the Collective Agreement Act was unconstitutional, *ultra vires*, null and void, and that Section 3 (a) of decree No. 1454 of September 1960, dealing with hours of work and which amended in this respect decree No. 1721 of December 1948, was *ultra vires*, illegal and without effect.

Mr. Justice Blais of the Superior Court dealt primarily with the question of the constitutional validity of the 1960 amendment to the Collective Agreement Act and that of decree No. 1454, which prescribed the hours of work for the grocery stores of Rimouski.

The parity committee and the provincial Attorney-General claimed that the Collective Agreement Act was amended in 1960 and the decree based on the amendment were constitutionally valid.

The Collective Agreement Act as originally enacted contained, in Section 9, the following provision:

> S. 9. Whenever a decree is passed under Section 2, the provisions of the agreement, whether amended or not, which become obligatory, are those respecting wages, hours of

labour, apprenticeship and the proportion between the number of skilled workmen and that of apprentices in a given undertaking.

Between 1941 and 1960 this section was interpreted in various ways and the judicial decisions differed according to the interpretation given by the courts to the meaning of "conditions of work." As the result of the evolution of social conditions between workers and employers, the collective agreements extended the meaning of "conditions of work" to include the organization of recreation facilities and granting of holidays.

Finally, in March 1960, in order to clarify a rather confused juridicial situation, two paragraphs were added to Section 9 of the Collective Agreement Act. They added to the binding provisions of Section 9 the power to determine the working days and hours of work for each category of employees. Since then, the meaning of "conditions of work" has been extended to include recreation, short working week and holidays.

Taking advantage of these additional powers, and in conformity with the Collective Agreement Act as amended, the parties to the collective agreement relating to the commercial establishments in Rimouski presented to the Lieutenant-Governor in Council for approval certain changes to the decree already in operation. These changes were approved in decree No. 1454 of September 1960, and published in the QUEBEC GAZETTE.

It was in consideration of the 1960 amendment and decree No. 1454 that the company, in the case at the bar, claimed that the changes in the working hours brought about by the decree in question were unconstitutional and *ultra vires*.

In support of its submission, the company referred to Section 2 of the Early Closing Act, which reads as follows:

> S. 2. In every city and town, the municipal council may make, amend or repeal by-laws ordering that, during the whole or any part of the year, stores of one or more categories in the municipality be closed and remain closed every day or any day of the week, after the times and hours fixed and determined for that purpose by the said by-law, but the times and hours, so fixed and determined by such by-law, shall not be earlier than six o'clock in the evening nor later than seven o'clock in the morning.

On the basis of this provision, the municipality of Rimouski had been enacting by-laws since 1929 regarding closing hours. The latest by-law in this respect, No. 455, dated December 1, 1952, provided for closing of stores and commercial establishments at 6:00 p.m. throughout the week. The same by-law allowed the closing of such establishments once a week at 10:00 p.m., either on Friday or Saturday. The validity of this by-law was never challenged.

The contention was, on the part of the company, that the 1960 amendment to the Collective Agreement Act and the changes brought about by decree No. 1454 were illegal, *ultra vires* and discriminatory. On the other hand, the parity committee and the Provincial Attorney took the position that there was no contradiction either between the 1960 amendment and the Early Closing Act or between the provisions of the decree and the terms of the municipal by-law; that, on the contrary, they could exist side by side as they aimed at different objectives.

Mr. Justice Blais noted that the Collective Agreement Act could extend to the workers and employers who were not bound by a collective agreement the juridicial effects of such an agreement signed by other persons but in the same economic sector, with the result that an agreement was imposed on the parties, the individuals or associations were deprived of the right to contract freely, and instead, they were bound to observe a contract in the preparation of which they did not participate and whose provisions they had no opportunity to discuss.

To avoid conflicts, Section 9 of the Act indicates clearly the obligatory provisions of the collective agreement that are subject to extension by a decree. These provisions are those respecting wages, hours of labour, apprenticeship and the ratio of apprentices and qualified workers in a given undertaking. The provisions regarding hours of labour were subject to various interpretations, but the 1960 amendment clarified the situation.

Since then, the meaning of the words "hours of labour" has been extended and comprises the determination of working and non-working days, and the setting of the beginning and end of the working day. When a collective agreement deals with these subjects, they become binding in the same way as the provisions dealing with wages or apprenticeship on all employees and employers in the province or region covered by the decree.

After having extended the meaning of the words "hours of labour" by the 1960 amendment, the legislator was aware that the field of activity which was granted to the parity committee was covered, in part, by the Early Closing Act. Thus, he added in the second paragraph that wherever in a given territory there is a by-law adopted under the Early Closing Act or under any other general law or special Act relating

to the same purpose, "the time when a working day shall begin and end shall be included in the period during which the establishment concerned is permitted by the said by-law to be kept open." In other words, the legislator provided that the parties to a collective agreement have the right to legislate regarding the hours of labour, but they should respect the municipal by-laws adopted in pursuance to the Early Closing Act or other Acts by including the hours of beginning and ending of work within the time limit allowed by these by-laws for the stores to be kept open.

In this respect, Mr. Justice Blais quoted counsel for the Attorney-General to the effect that, as a result of the 1960 amendment, the Lieutenant-Governor in Council could not provide for work to begin earlier or end later than provided in the municipal by-law, but he could provide that the work should start later and end earlier than provided in the by-law.

Mr. Justice Blais noted that the decree No. 1454 imposed 8:00 a.m. as the time to begin work all through the week and 6:00 p.m. as the time to end work on Monday, Tuesday, Wednesday and Thursday; 10:00 p.m. on Friday, and noon on Saturday. On the other hand, the by-law prohibited the closing of the commercial establishments later than 6:00 p.m. throughout the week; once a week, however, either on Friday or Saturday, such establishments could be closed at 10:00 p.m. The municipal by-law, he added, was concerned not with the opening but only with the closing time of stores and other commercial establishments. The comparison of these two texts showed the difference in aims of the Early Closing Act and of the 1960 amendments to the Collective Agreement Act.

The legislative aim of the Early Closing Act, Mr. Justice Blais continued, was to enable the municipalities to end the disorder and damaging competition by prohibiting the opening of stores before a stated hour, disregarding the nature, importance or multiplicity of commerce. On the other hand, by amending Section 9 of the Collective Agreement Act in 1960, the Legislature clarified its ideas regarding hours of work. Already, by a decree, the parties to a collective agreement could legislate regarding hours of work; therefore, it was normal and logical that in 1960 the legislator granted the parties the power to determine the working and non-working days during the week and also the power to fix the hours of beginning and ending of work.

In the opinion of Mr. Justice Blais, these two enactments of the provincial Legislature were not contradictory, but each one followed a course which perhaps was close to another but was also a parallel course and did not encroach on the other so long as the parity committee restricted the hours of beginning and ending of work within the limits set up by the municipal by-law. It would be an entirely different situation if the decree were to impose on commercial establishments an obligation to end the work at 7:00 or 8:00 p.m. or at 11:00 p.m. Friday or Saturday.

Counsel for the company argued that the decree of the parity committee was an intrusion in the municipal field and somehow stood in the way of the municipal by-law; that the decree affecting a small number of the commercial establishments should give way to the municipal by-law, which covered all the commercial establishments; finally, that the decree, by its form and contents, deprived the businessmen of vested interests.

Regarding the submission that the decree of the parity committee entered indirectly into the municipal field, Mr. Justice Blais was of the opinion that the duty of the court was to find valid any legislative enactments that were reasonable and not against public order. If the legislator came to the conclusion that two bodies created by two enactments could co-exist and act in the same field of public activity for objectives that are different, then the legislator acted wisely by providing the exception from the working of the municipal by-law as contained in the last paragraph of Section 9 of the Collective Agreement Act as amended.

The legislator granted to the parity committee the power to legislate regarding working and non-working days and to determine the hours of starting and ending the work in all cases where there was no municipal by-law regarding early closing. But, if there was such a by-law, the legislator granted to the parity committee the power to set up the hours of beginning and ending the work within the limits of time during which such a by-law allowed commercial establishments to remain open. In brief, the legislature allowed the parity committee to restrict the hours of work still more than the municipal by-law had done. Mr. Justice Blais concluded that, in those circumstances, the municipality and the parity committee act in a parallel direction and do not contradict each other.

Dealing with the submission that the new decree constituted an obstacle and was discriminatory to all the establishments within its coverage, Mr. Justice Blais was of the opinion that personal freedom stops where freedom of others begins. The court

is not concerned with the justification of social legislation of which the Collective Agreement Act is the central point, but nevertheless the court can appreciate that this Act was enacted in response to the needs of its time and caused some injustice to disappear. The decree in question did not discriminate among the merchants and was no hindrance in the operation of their business. The decree did not prohibit merchants from carrying on business on Saturday afternoon, it fixed the hour of the end of work for the employees; the proprietor is free to keep the establishment open as long as the municipal by-law permits.

Regarding the company's argument that the decree applied to some establishments only, while the by-law covered all establishments, Mr. Justice Blais was of the opinion that the application of the decree to a small number of establishments did not make such a decree unconstitutional, *ultra vires* or illegal.

Further, Mr. Justice Blais dealt with the argument that the decree caused the company the loss of vested rights. He held that the Early Closing Act did not create any vested rights. The Act, as well as the decree, are prohibitive laws and none of them brings to individuals or corporations a right corresponding to an obligation. Before the enactment of the municipal by-law regarding the closing of shops, the company could not claim that it acquired the right to work 12 hours per day or to open the stores at 7:00 a.m. or to close at 10:00 p.m. and no such claim could be entertained after the enactment of these laws.

Finally, Mr. Justice Blais dealt with the principle of interpretation applicable to the legal texts under consideration.

He noted that there were two enactments originating from provincial legislature: the 1960 amendments to the Collective Agreement Act and the Early Closing Act. In view of the powers conferred by each of these Acts, the municipality enacted the by-law in question and the parity committee obtained the promulgation of decree No. 1454 of September 1960.

Mr. Justice Blais quoted from Maxwell, *On the Interpretation of Statutes*, 10th ed. (1953) on p. 160 ff. the following passage stating a principle of interpretation which he thought to be applicable in the situation at bar:

> An author must be supposed to be consistent with himself, and, therefore, if in one place he has expressed his mind clearly, it ought to be presumed that he is still of the same mind in another place, unless it clearly appears that he has changed it. In this respect, the work of the legislature is treated in the same manner as that of any other author, and the language of every enactment must be construed as far as possible in accordance with the terms of every other statute which it does not in express terms modify or repeal. The law, therefore, will not allow revocation or alteration of a statute by construction when the words may be capable of proper operation without it. It cannot be assumed that Parliament has given with one hand what it has taken away with another. But it is impossible to construe absolute contradictions. Consequently, if the provisions of a later Act are so inconsistent with, or repugnant to, those of an earlier Act that the two cannot stand together, the earlier stands impliedly repealed by the later.

Further, Mr. Justice Blais referred to several decisions of the courts regarding the interpretation of provincial statutes as well as the interpretation of municipal by-laws and ministerial decrees issued under provincial statutes. In application of the Maxwell principle, he added, if the provisions of the Early Closing Act contradict the 1960 amendment to the Collective Agreement Act, the latter should prevail.

In the opinion of the court, these two enactments do not, however, contradict each other, since they aim at different objectives, and the legislator, in the second paragraph of the 1960 amendment, while maintaining in force the Early Closing Act, added to the Collective Agreement Act an additional right to restrict even more, for social purposes, the closing of the commercial establishments.

Taking into account also the fact that the Collective Agreement Act was enacted in 1934 and the Early Closing Act in 1925, and that the aim of the 1960 amendment was to put an end to any doubts regarding hours of work, Mr. Justice Blais concluded that the 1960 amendment was legal, constitutional and *intra vires* of the provincial legislature.

Dealing next with the decree passed as a result of the amendment, Mr. Justice Blais considered that it took into consideration the exception provided in the third paragraph of Section 9 of the Act as amended in 1960. It was permissible for the decree to limit the time of work still more than the by-law did. Further, there was nothing discriminatory in the decree because it came from an authority which was different from the authority which enacted the by-law. All the proprietors of the commercial establishments subject to the decree were treated in the same way without exception. Therefore, considering the powers granted by the 1960 amendment and the use of these powers by the parity committee and by the decree, Mr. Justice Blais held that the decree in question was *intra vires* and

that it did not contain anything illegal or discriminatory.

In his concluding remarks, Mr. Justice Blais stressed that the Early Closing Act allows the municipality to legislate regarding the closing time of commercial establishments, while the Collective Agreement Act allows the parity committee to legislate on hours of work. In practice, when exercising these powers, the municipality and the parity committee could encroach on each other's jurisdiction, and, in order to prevent such encroachment, the legislator imposed on the parity committee the obligation contained in the second paragraph of the 1960 amendment to the Collective Agreement Act, namely, to set the hours of work within the period during which the municipal by-law permitted the stores to be kept open.

The court declared the 1960 amendment to the Collective Agreement Act and decree No. 1454 of September 1960, to be *intra vires*, legal, constitutional and non-discriminatory, and rejected the request for the writ of prohibition and ordered the Magistrate's Court in Rimouski to proceed with the charges against the company as laid by the parity committee. *La Ménagère Coop. v. Le Comité Paritaire du Commerce de Gros et de Detail de Rimouski et un autre et Procureur Général de la Province de Québec*, (1962), R.J.C.S. March and April, 1962, No. 3 and 4, p. 164.

Recent Regulations under Provincial Legislation

Prince Edward Island fixes $1-an-hour minimum wage for certain male employees
Ontario amends Labour Relations Board rules of procedure for building industry

In Prince Edward Island, a recent order issued by the Labour Relations Board set a minimum wage of $1 an hour for male employees in Charlottetown and Summerside, subject to certain exceptions.

Amendments to the rules of procedure of the Ontario Labour Relations Board laid down special rules for the construction industry.

P.E.I. Male Minimum Wage Act

The Prince Edward Island Labour Relations Board recently issued a new minimum wage order fixing a minimum wage of $1 an hour for men in Charlottetown and Summerside. The new order, the first to be issued under the Male Minimum Wage Act enacted in 1960, was approved by Minute-in-Council 583/62 and gazetted August 25 to take effect from date of publication.*

This is the third minimum wage order to be adopted in Prince Edward Island, two orders issued in 1960 under the Female Minimum Wage Act having established a minimum of $21 a week for experienced waitresses in Summerside and Charlottetown.

The new order covers all male workers employed within the corporate limits of Charlottetown and Summerside except: farmers and fishermen, registered apprentices, students employed outside regular school hours, persons whose wages are fixed by a labour-management contract under the Trade Union Act or the Industrial Relations Act in force at the date of the order, workers under 21 years of age, and provincial government employees.

The new $1-an-hour minimum is based on a work week of 48 hours or on the normal number of hours worked in an establishment if less than 48.

All time spent by the employee on the premises of the employer or elsewhere as directed, either at work, waiting for work, available for work or on call, is to be counted as time worked and must be paid for at the full hourly rate.

Any time worked in excess of 48 hours in a week or in excess of the normal working hours if less than 48, or on a Sunday or on a statutory holiday as defined in the Interpretation Act (usually ten holidays a year) must be paid for at the rate of time and one-half.

Any employer who violates this order and any employee who agrees to the contravention will be subject to the penalties provided in the Act.

Ontario Labour Relations Act

Amendments to the rules of procedure of the Ontario Labour Relations Board laying down special rules for the construction industry were gazetted as O. Reg. 194/62 on August 11.

At the last session of the Legislature, provisions applicable only to the construction industry were added to the Ontario

(*Continued on page 1199*)

*On September 6, the Chairman of the Labour Relations Board announced that the Board had suspended the order pending consideration of representations made to it.

Productivity Council Approves Economic Studies Program

The National Productivity Council last month approved an expanding program of economic studies and work study recommended by top-level labour, management, education and government representatives who attended a two-day labour-management seminar at Dalhousie University, September 18 and 19.

An advisory committee on economic studies is being formed by the Council under the chairmanship of one of Canada's top economists to launch an economic studies program to be directed by a senior economist who will be appointed to the council staff. The economic studies will provide basic economic information for discussion in a national forum of labour, management, government and education representatives to be set up by the Council and for the information of the general public.

Work study is also being given maximum emphasis by the council in its new program. Establishment of work study schools in three areas of Canada was approved by the Council and plans are already underway. A national work study training centre is also being planned.

Council members heard a report on European labour - management - government economic co-operation from the leader of its recent mission to Europe, James A. Roberts, Deputy Minister of Trade and Commerce, which was submitted to the Council for consideration. The top-level team of education, labour, management and government representatives visited Sweden, Holland, West Germany, France, Belgium and Britain collecting general economic information and examples of economic co-operation by labour, management and government (L.G., Sept., p. 1011). The report will be released shortly by the Council.

More labour-management seminars are being held by the Council across Canada in association with universities as part of its labour-management co-operation program. Provincial and local councils have been established in almost every province of Canada and are being organized in other areas and localities, it was also reported to the Council.

The Council also received a research report on the Canadian electronics industry by its subcommittee on applied research. The report describes how the industry is doing research and development and points up the need for more industrial research to improve the national economic picture.

Personnel in Employment Security

(*Continued from page 1181*)

Referring to computers, he said that "a kind of awesomeness" had grown up around them, which he described as unjustified. The computer is completely unable to perform what is called "value judgment," but is extremely good at handling details and dull routine work.

Automation Foundation

P. L. Siemiller, General Vice-President of the International Association of Machinists, referred to a new foundation set up by U.S. Industries, Inc., and his union for the purpose of studying the effects of automation on employment (box, L.G., March, p. 324). Similar studies were being made by other manufacturing firms and other unions, he remarked.

"The basic answer to the problems created by automation lies in the prosperity of our country," said Mr. Siemiller. "When business is booming, displaced men can find other jobs, and so can hundreds of thousands of young workers who are coming out of the schools every year."

Election of Officers

In the election of officers, others elected besides Marcel Guay, were: George Toll, Long Beach, Calif., and Edward C. Logsdon, Austin, Tex., Vice-Presidents: Myrtle B. Fowler, Tallulah, Ia., re-elected to a second term as Secretary; and Valmore Doucette, Berlin, N.H., Treasurer. All of these candidates were elected without opposition.

Harry J. Thompson, Winnipeg; Earl G. Tattrie, Toronto; and Robert A. Murray, Moncton, N.B., were elected to the executive board. Mr. Tattrie was later named a member of the board's subcommittee on audit and finance, and Mr. Murray a member of the subcommittee on the annual essay competition. At the same time, Leslie T. Fraser of Winnipeg was named Chairman of the Association's chapter activity committee.

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at July 31 virtually unchanged statistics* show. Balance in fund increases by $16.5 million during month from total at end of June but 17.5 per cent lower than the number year earlier

Claimants for unemployment insurance benefit numbered 212,000 on July 31. This was almost the same as the total of 214,300 at the end of June, but about 17.5 per cent below the total of 257,000 at the end of July last year.

Men accounted for more than three quarters of the decline from June 1961.

Initial and renewal claims filed at local offices in July numbered 112,400. This was 18,900, or 20 per cent, more than in June, but 10 per cent below the total for July last year.

Of the 69,500 initial claims filed in July, some 62,700, or 90 per cent, were classed as separations from employment during the month, the remainder being requests for re-establishment of credits on behalf of persons who had exhausted benefit. In June slightly more than 85 per cent of the initial claims were thus classified.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in July was estimated at 150,400, compared with 190,000 in June, and 191,000 in July 1961.

Payments during the month amounted to $14,500,000, in comparison with $18,700,000 in June and $18,600,000 in July last year.

The average weekly benefit payment was $22.98 in July, $23.45 in June and $23.13 in July 1961.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July showed that insurance books or contribution cards had been issued to 4,407,326 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At July 31, registered employers numbered 336,557, an increase of 356 since June 30.

Enforcement Statistics

During July 8,053 investigations were conducted by enforcement officers across Canada. Of these, 5,114 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 143 were miscellaneous investigations. The remaining 2,796 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 196 cases, 73 against employers and 123 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,820.*

* *See* Tables E-1 to E-4, p. 1225.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in July totalled $31,095,-690.37, compared with $27,501,857.13 in June and $29,052,187.30 in July 1961.

Benefits paid in July totalled $14,511,-555.80, compared with $18,709,181.42 in June and $18,550,592.50 in July 1961.

The balance in the Unemployment Insurance Fund on July 31 was $45,227,973.03; on June 30 it was $28,643,838.46 and on July 31, 1961 it was $120,771,909.13.

Monthly Report on Operation of the National Employment Service

Placements effected through the local offices of the National Employment Service during August amounted to some 140,700. This was an increase of 15.0 per cent over the total during the same month last year, and higher than in any previous August since 1944.

Placements of men amounted to some 89,900, up over last year by 16.9 per cent; placements of women, at some 50,800, rose by 11.7 per cent.

Some 6,400 of the placements effected in August involved the movement of workers from one local office area to another, through the clearance facilities of the National Employment Service. Clearance activity was considerably higher than in August last year, when 4,300 workers were moved between areas. This indicates that local labour supplies are less able to meet labour demands than was the case a year ago, a normal result of a decrease in unemployment.

All regions were again successful in increasing the number of placements effected, although the degree of participation in the general improvement varied considerably. Regionally, the percentage changes in total placements over August 1961 were:

Atlantic	+ 5.3
Quebec	+30.4
Ontario	+14.8
Prairie	+17.9
Pacific	+ 1.2

Cumulative placement totals for the first eight months of 1962 amounted to some 867,900, higher by 23.5 per cent than the total for the corresponding period in 1961 and higher than in any previous year since 1945. Indications are that the year 1962 will record another postwar record in placement activity.

Some 166,300 vacancies were notified to NES local offices by employers during August, an increase over the number last month and last year. Male vacancies, at 102,800, were up over last year by 18.3 per cent, and female vacancies increased by 10.3 per cent to a total of some 63,500.

During the first eight months of 1962, more than 1,031,000 vacancies have been notified to NES local offices, a total that is higher than that during the corresponding period in any year since 1947.

81st Meeting, National Employment Committee

Tribute to the efficiency of and the expansion in the operations of the National Employment Service during the past year was paid by the National Employment Committee at its 81st meeting in Ottawa at the end of August. The meeting was under the chairmanship of Frank N. McCallum, Oshawa, Past President of the Canadian Trucking Association.

Committee members reported increasing use of the NES by employers in their manpower recruitment. Figures submitted by the NES showed that some 865,000 vacancies were notified by employers to local offices of the NES during the first seven months of 1962, an increase of 25.1 per cent over 1961, and a higher number than in the corresponding period in any year since 1947. Placements effected on these vacancies totalled more than 727,000, the highest since 1945.

The Committee noted that 67.5 per cent of Canadian urban employers now obtain their employees through the NES. This figure represents a steady increase over past years.

A resolution was passed requesting the Commission to report to the next meeting of the Committee on the effects of economic policies upon the operations of the NES. The Committee voiced the fear that too-stringent economies levied upon the NES might hinder it from properly ful-

filling its function—efficiently placing workers in employment. The Committee thought that an inadequately staffed NES might hinder improvement in the national economy.

The Committee expressed its approval in principle of the growing trend toward providing increased facilities for academic training of unemployed workers to enable them to qualify for admission to vocational training. Without such training many of them would experience considerable difficulty meeting present-day job requirements, the Committee pointed out

Women in the Canadian labour force, in terms of a percentage of the estimated population 14 years of age and over, have increased rapidly over the past four years, the Committee noted, whereas the proportion of men in the labour force in relation to population in the same age group has decreased.

In July 1958, women over 14 years of age in the labour force made up 26.7 per cent of this age group in the population; by July 1962 this ratio had climbed to 30 per cent. Men in the same age group in the labour force declined from 84.4 per cent in July 1958 to 82.8 per cent in July 1962.

The National Employment Committee consists of representatives of employers' and employees' organizations, and of national organizations of women, veterans, agriculture and welfare. The Committee's function is to advise and assist the Unemployment Insurance Commission in carrying out the operations of the National Employment Service.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2025, July 31, 1962

(*Translation*)

Summary of the Main Facts: The claimant filed an initial application for benefit on February 28, 1962, and registered for employment as a construction labourer. He had last worked as a truck driver for [a transport company] at $60 a week, from July 1961 to Monday, February 26, 1962.

His explanation regarding the termination of his employment was:

Dismissed because I refused to do overtime on Monday evening, without being paid. Referred to this employment by your office, 48 hours a week and time and a half after 48 hours. As it turned out, the Company, having a large contract, made me work unpaid overtime and instead of 48 hours, I was doing about 58 hours. All the time I believed that my employer would pay me overtime. I spoke of it to . . . , my boss, who told me that I was paid for that time. Then, on Monday the 26th, they asked me again to work in the evening without being paid. I refused flatly and was dismissed.

On March 6, 1962, the employer made the following comments:

The last day that he worked for me till six in the evening, he told me that he was not going to work past 6 o'clock, and he left; that night, we finished at 7.30 p.m.

He was hired at $60 per week, to finish early or late, which latter did not happen often, and not for long. For a transport company it is practically impossible to finish exactly on the hour.

On March 13, the insurance officer disqualified the claimant from receiving benefit from February 25, 1962, to April 7, 1962, under section 60 (1) of the Act, for having voluntarily left his employment without just cause.

On March 20, the claimant appealed to a board of referees. His appeal reads in part as follows:

For several months, it was necessary to work from 7 a.m. to 7.30 p.m. because [my supervisor] made me work as a labourer every evening from 6 to 7:30 p.m., loading my truck, which had to be ready for the following day. It had been agreed that the Company would pay a supplementary wage for this additional work, but I never received it.

On February 26 last, at 6 p.m., not having eaten and being completely worn out, I wanted to put an end to the supervisor's ambition by telling him as follows: "It is 6 o'clock, I am tired, I have not eaten. I do not want to work in the evening without being paid." I took my working clothes and left without the supervisor saying anything whatsoever.

On the morning of the following day, I returned to work and after working for a short time . . . the supervisor told me: "I have no more work for you. This man is replacing you. You will receive your unemployment insurance books in a few days."

This is evidence that I did not leave of my own free will. When I refused to work in the evening without being paid, I simply wanted to remind the boss that he had no right to misuse us, and have never said anything that I would take back. This action on my part was simply to claim a perfect legitimate right . . .

On April 9, the claimant forwarded to the local office of the Commission a letter, which contained the following:

. . . When the basic wage was brought up from $50 to $60 per week, providing our helper disappeared, there was no question

that time-and-a-half would disappear for the extra time.

It is not true that the extra work happened only occasionally and was not for long. I can say that the extra work showed up at least three evenings in five on the whole, and five evenings in every five during the last two months. In addition, this time varied from one to two hours and a half, but, on the whole, this period was of one and a half to two hours . . .

The claimant was present when the board of referees heard his case on April 13. The board's majority decision reads, in part:

. . . The claimant told us this morning that when he began he was earning $50 a week and had a helper in his work. Shortly afterwards he asked for and obtained $60 a week but without help. The work consisted in transporting merchandise and in the evenings when he arrived back with his truck, about 5 o'clock to half past 5, he unloaded and prepared the following day's work, which sometimes could last to about 7 o'clock or half past 7. The employee has worked at that place for eight months and it was only on that day that he decided to change his working conditions and finish at 6 o'clock.

We don't think that there has been any breach of contract and under the circumstances the members of the board of referees, by a majority, agree to uphold the insurance officer's decision and reject the claimant's appeal.

The dissenting member of the board expressed the opinion that, as the claimant had, for more than eight months, worked under difficult conditions, the fact he had refused on one evening to work after six o'clock was not a valid reason for being dismissed.

On April 18, the claimant appealed to the Umpire for the same reasons as those he gave in his appeal to the board of referees and in his letter of April 9.

Considerations and conclusions: The claimant has not established that his supervisor's demand on the evening of February 26, 1962, was not in agreement with the contract of employment which existed between him and his employer. This is also the conclusion reached by the board of referees after having heard the claimant's testimony.

The dissent of one of the members of the board is chiefly based on a reason that might have led the claimant to act as he did, to wit, overtiredness on that day, and also on the fact that this was the first time he had acted in this way. This does not constitute a valid reason for removing the insurance officer's decision. They were extenuating circumstances, however, and I am going to take them into account in deciding to reduce the disqualification from six to four weeks.

In all other respects, I dismiss the claimant's appeal.

Decision CUB 2036, August 16, 1962

Summary of the Main Facts: The claimant had worked as a messenger for [a bank] from December 1921 to December 28, 1961. On January 19, 1962, he made an initial application for unemployment insurance benefit in which he stated that his salary had been $300 a month and that he was retired effective January 1, 1962.

The employer confirmed that the reason for separation was retirement but added that the claimant would be paid $300 a month from January 1 to June 15, 1962 as an "allowance prior to pension."

On January 31, 1962, the insurance officer notified the claimant that, on the information that had been presented, he was disqualified and benefit suspended from January 14, 1962 to June 9, 1962, because "You are in receipt of your normal remuneration for full working weeks while your contract of service continues and have therefore not proven that you are unemployed, as required by section 57(1) of the Unemployment Insurance Act and Regulations 155(5)."

The insurance officer also notified the claimant that his earnings for the week beginning June 10, 1962 were determined to be $57.75. On February 6, the claimant appealed to a board of referees regarding the monies he was receiving up to June 15.

This money is not my regular wages up to that date as I earned approx. $330 per month while employed. This is not a compulsory payment which has to be made by my employer. It is something my employer does voluntarily and if he decided I wouldn't have been entitled to it I had no claim on it whatsoever. What the money would amount to would be a gift or a bonus because of my 40 years of service, nothing more. I do not feel that this money should be considered as earnings as I am not receiving it for services rendered.

The following (Exhibit 6) is a record of a telephone conversation between the insurance officer and an officer of the bank on February 21:

Allowance is an honorarium for good service and is based on years of service as follows:

25 years and under 30 years	4 months pay;
30 years and under 35 years	5 months pay;
35 years and over	6 months pay.

Payment of pension does not begin until honorarium terminates or is completely paid.

Honorarium is reduced by excessive sick leave taken but normal sick leave taken, e.g., 1½ days per month, does not affect the amount to be paid. Bank considers the claimant completely separated from employment and not under contract of service.

Claimant's rate of pay was $3600 per year and bonus of 10 per cent, which is never quoted as pay rate. This accounts for claimant's statement in his appeal that he was receiving $330 per month.

The claimant had excessive sick leave at one time during his service—therefore the possible 6 months' pay on retirement was reduced to 5½ months, to June 15, 1962.

In a memorandum to the board of referees, the insurance officer stated:

On receipt of the information contained in Exhibit 6 the insurance officer reviewed the claim but decided not to alter his original decision. While the employer states that the contract of service was not continuing during the period that the claimant was in receipt of allowance in question, technically a contract of service is continuing as evidenced by the fact that the pension doesn't commence until the monies are used up.

The majority decision of the board of referees, which heard the case on March 9, reads:

The claimant was present at the hearing on the request of the chairman . . . The claimant stated that he is being paid as he was before he retired; that he could take another job; that neither he nor the bank is contributing to the fund. The board considered these facts along with the evidence presented in the submission . . .

It is the majority decision of the board that the insurance officer correctly determined that the claimant should be considered as not unemployed during the period 14 January 1962 to 9 June 1962 inclusive and that the determination of earnings . . . was made properly. The claimant considers that he is completely separated from employment and the bank has stated that he is not under contract of service; nevertheless, the claimant receives his regular pay at the regular times and he cannot draw his pension until the so-called honorarium terminates or is completely paid. The majority of the board considers that the contract of service continues as long as the claimant is being paid regularly or until the pension commences . . .

The appeal is disallowed by the majority of the board and the decision of the insurance officer upheld.

The dissenting member of the board of referees stated:

. . . it is my opinion that this money he receives, although it is the same as his wages were previously, is intended as a severance pay or retirement pay according to his length of service with the bank and, as it has been said in past decisions, that if this money is paid in lump sums the claimant would be entitled to receive unemployment insurance; but I believe that if he is considered to be still in employment then the insurance office should see that the bank places stamps in his book for the five and one-half months he receives payment from the bank. In 172(2)(f) of the Regulations, it states "bonuses, gratuities, severance pay or retirement payments payable at the time of, *or after*, the termination of the claimant's contract of service." Therefore, it is my conclusion that the claimant's appeal should be allowed because of the bank's statement that the claimant is completely separated from his employment and not under contract of service.

On April 11 the claimant appealed to the Umpire and said:

I wish to appeal the majority decision of the board of referees on the basis that it is erroneous. My views are based on the premise that I completely separated from my employment on 29 December, 1961, and that no contract of service existed between me and the employer during the period for which I have been disqualified.

It seems entirely unfair on the one hand to consider the honorarium paid to me as earnings for unemployment insurance benefit, and on the other, not make deductions for contribution purposes.

I believe that there is a significant point involved in this particular case, and it is therefore my request that the matter be referred to the Umpire for a decision.

The Chief of the Adjudication Division of the Unemployment Insurance Commission in a statement of observations for consideration by the Umpire said:

The claimant has expressed in his appeal the view that it is unfair to deny benefit, as contributions are not required during this period. The provisions applicable to the payment of benefit in this case are different from those applicable to the payment of contributions. Therefore, the fact that contributions are not payable cannot affect the question at issue. Furthermore, the claimant's contention is not that contributions are payable under the Unemployment Insurance Act for this period and, as noted by the Umpire in CUB 1655 and other decisions, this question is not before him for decision.

It is submitted that the decision of the board of referees has correctly assessed the facts in this case and has correctly applied the relevant provisions in accordance with the principles outlined in numerous decisions of the Umpire and particularly in CUB 1869, which was noted in the submission to the board of referees. The decison of the board should therefore be upheld.

Considerations and conclusions: The fact that the claimant's name was retained on the payroll of his employer until June 15, 1962, and the further fact that the effective date of his actual retirement on pension was June 16, 1962 are not sufficient, alone, to prove that the employer-employee relationship continued during the period January 1 to June 15, 1962.

Both the claimant and his employer have denied the existence of such a relationship and, as there is no evidence (a) that the 5½ months comprising the period in question were counted as months of service for pension purposes and (b) that the ordinary deductions for the same or other similar purposes were made from the claimant's "allowance," I see no valid reason to consider that the claimant's contract of service continued during the period in question. Consequently, the claimant's case, in my view, is not one to which subsection (5) of Regulation 155 applies, and I so decide.

Furthermore, the claimant's statement that the monthly payments he received from his employer for the period January 1 to June 15, 1962 were not compulsory payments and that if the latter had decided not to make them he would have no claim on them "whatsoever" constitutes *prima facie,* and in the absence of proof to the contrary, satisfactory evidence that such payments were not an income "arising out of his contract of employment" within the meaning of that expression in Regulation 172 (1) (b). Those payments were in the nature of bonuses or gratuities and, therefore, shall not be considered as earnings pursuant to subsection (2) of that Regulation.

I consequently decide to allow the claimant's appeal.

Recent Regulations

(*Continued from page 1198*)

Labour Relations Act and the Board was authorized to make special rules to expedite proceedings in that industry.

The new regulations set out the procedures to be followed in the construction industry when applying for certification and prescribe special forms. They also lay down rules regarding the fixing of "terminal dates," that is, the time limits within which interventions, objections and representations must be filed.

Terminal dates for applications for certification in the construction industry may not be less than four or more than six days after the Registrar serves the employer with the notices of application for posting, if served personally, or after the day on which the notices were mailed, if served by mail. In other industries the time limit remains from 5 to 10 days.

Among other information, the special form prescribed for use in the construction industry requires an applicant for certification to give the specific nature of the respondent's business affected by the application, and a detailed description of the unit of employees of the respondent that the applicant claims to be appropriate for collective bargaining, including the municipality or other geographic area affected. If a pre-hearing representation vote is requested, however, the general form must be used and the rules applicable to other industries will apply.

Another new rule for the construction industry provides that a trade union wishing to intervene in any certification proceedings must notify the Registrar immediately by telegram and file its intervention not later than the terminal date.

CORRECTION

On page 965 of the August number, column 2, in the description of the new special order governing truck drivers—Order No. 8 (1962) under the Saskatchewan Minimum Wage Act—the minimum rate quoted for swampers and helpers under the former order, "90 cents a mile," should have been 90 cents an hour.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 150 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 134 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 91 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 1,358.00
Defence Production	181	1,073,690.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Northern Affairs and National Resources	2	72,515.00
Post Office	6	205,996.20
Royal Canadian Mounted Police	5	18,383.60

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of $1,320.49 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 103 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Atomic Energy of Canada Limited

Chalk River Ont: Walter G Mansveld, painting Bld 432; Triangle Paving Ltd, paving of streets, driveways, etc.

Department of Agriculture

Melfort Sask: Valleau Construction Ltd, alterations to electrical distribution system, Experimental Farm.

Central Mortgage and Housing Corporation

Montreal Que: Edgar Milot Inc, exterior painting of 348 housing units, Benny Farm. *Pointe aux Trembles Que:* Planned Renovators Ltd, painting front halls & stairways in 25 bldgs, St George Gardens Housing Project. *Sherbrooke Que:* Dependable Painting Ltd, exterior painting of houses. *Ville St Michel Que:* Planned Renovators Ltd, exterior painting of apartment blocks (Terrasse St Michel). *Toronto Ont:* Dell Construction Co Ltd, construction of high rise apartment bldg & outside work (FP 9/59, Phase 11), Warden Avenue. *Windsor Ont:* Carl S Schaum, landscaping for 57 housing units & high rise bldg (FP 5/59, Phase 11). *Pinawa Man:* Pearson Construction Co Ltd, construction of water treatment plant (Job 24).

In addition, this Corporation awarded five contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Lorette Indian Agency Que: Alexandre Darveau, installation of water supply & sewer extension, Lorette IR. *James Bay Indian Agency Ont:* Pulsifer Construction Ltd, roof repairs, Moose Factory IRS. *Portage la Prairie Indian Agency Man:* The Harper Construction Co Ltd, renovations to mechanical services (Phase 1, boiler plant improvements), Birtle IRS; Black-Gold Construction, reconstruction of road, Lizard Point IR. *Battleford Indian Agency Sask:* Bodards Ltd, installation of fire protection system, etc, Onion Lake IRS. *Duck Lake Indian Agency Sask:* Berg's Plumbing & Heating Ltd, moving & renovating school, Beardy, IR. *Touchwood Indian Agency Sask:* Philip Kram, construction of road, Poorman's IR. *Edmonton Indian Agency Alta:* G S Pomerleau, road construction, Alexis

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IR. *Lesser Slave Lake Indian Agency Alta:* Walter Schmidt, construction of houses, Sturgeon Lake IR. *Saddle Lake Indian Agency Alta:* Bucks Construction, road grading & gravelling, Saddle Lake IR; Knull & Reimer Ltd, road construction, Whitefish Lake IR. *Stony-Sarcee Indian Agency Alta:* Dryden Construction & Electrical Contractors, extension to power line, Sarcee IR. *Fort St John Indian Agency B C:* Paul Kinderwater, construction of school, staff residence, etc., Doig River IR No. 206.

Defence Construction (1951) Limited

Dartmouth NS: Annapolis Valley Construction Ltd, construction of Tacan Bldg & tower, HMCS *Shearwater. Halifax N S:* Malach Roofing & Flooring Ltd, re-roofing of Bldg 24, HMCS *Stadacona. Chatham N B:* Modern Construction Ltd, construction of armament bldgs with services, RCAF Station. *Ottawa Ont:* Taggart Construction Ltd, construction of roads & sewers, DRB, Shirley Bay. One contract in the restricted category.

Building and Maintenance

Summerside P E I: Malach Roofing & Flooring Ltd, re-roofing various bldgs, RCAF Station. *Halifax N S:* Boudreau Sheet Metal Works Ltd, asbestos shingling of two drill halls. *Bagotville Que:* The Tower Company (1961) Ltd, construction of GCA Bldg, RCAF Station. *Longue Pointe Que:* Morin & Plante Co Ltd, re-roofing various bldgs, COD. *Rivers Man:* Zenith Paving Ltd, asphalt resurfacing of PMQ driveways, RCAF Station. *Winnipeg Man:* Belco Building & Decorating Co Ltd, exterior painting of various bldgs, RCAF Station.

Department of Defence Production

Aldershot N S: Wallace & Tiernan Ltd, installation of chlorinator in Bldg ♯2, Camp area. *Amherst N S:* E H Campbell, replacement of heating system at Armoury. *Cornwallis N S:* Donald J Lowe, exterior painting of various bldgs, HMCS *Cornwallis;* Webb Engineering Ltd, renewal of upper sections of steel smoke stacks, CHP, HMCS *Cornwallis. Debert N S:* Currie E Geldart, repairs to drill hall, Camp; Warren (Maritimes) Ltd, repairs to pavement, Air Field. *Halifax N S:* Nova Scotia Waterproofers Ltd, repairs to masonry at Bldg ♯33, Willow Park. *Shearwater N S:* H C Gray, exterior & interior painting, Hampton Gray School, RCN Air Station. *Camp Gagetown N B:* Cowan Construction Co, supply & erection of Coseley frame for National Survival Training Site. *Coaticook Que:* William Lavallee Construction Ltd, repairs to masonry & roofing at Armoury. *Valcartier Que:* Marbo Enr, exterior painting of bldgs, Camp. *Centralia Ont:* Robert Chapman & Son, repainting exterior of 91 PMQs, RCAF Station. *Downsview Ont:* A P Green Firebrick Co Ltd, resetting of boiler No 2, Plant 2, RCAF Station. *Petawawa Ont:* Malach Roofing & Flooring Ltd, installation of flashing & roof; Louis Markus & Son Ltd, installation of overhead doors, Camp. *Fort Churchill Man:* Lacey Construction Ltd, installation of power-operated door. *Edmonton Alta:* Bond & Leitch Ltd, damp-proofing shower rooms, Griesbach Barracks. *Victoria B C:* Old Country Industrial Contractors Ltd, painting interior of Bldg No 25 (Grant Block), Royal Roads.

In addition, this Department awarded 56 contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Standard Paving Maritime Ltd, paving areas at Richmond Terminals. *Three Rivers Que:* L O Trottier & Fils Ltee, construction of wharf at Section 7.

Department of Northern Affairs and National Resources

Fundy National Park N B: M. D. Chown & Sons, construction of various bldgs, etc. *Waterton Lakes National Park Alta:* Big Indian Drilling Co Ltd, drilling of test holes. *Fort Franklin N W T:* St Laurent Construction Ltd, construction of bldgs. *Fort Resolution N W T:* St Laurent Construction Ltd, construction of house & addition to school.

In addition, this Department awarded four contracts containing the General Fair Wages Clause.

Post Office Department

This Department awarded two contracts containing the General Fair Wages Clause.

Department of Public Works

Channel (Port aux Basques) Nfld: Benson Builders Ltd, wharf repairs & extension. *Deer Harbour Nfld:* Benson Builders Ltd, wharf reconstruction. *Robert's Arm Nfld:* Benson Builders Ltd, wharf reconstruction. *St John's Nfld:* T C Gorman (Nova Scotia) Ltd, harbour improvements; Sanitary Cleaners, window cleaning, federal bldgs. *South Dildo Nfld:* H Drover & Co Ltd, wharf repairs. *Goose Bay (Happy Valley Labr) Nfld:* Henry J Kaiser Co (Canada) Ltd, application of concrete overlay in shed. *West St Modiste (Labr) Nfld:* Gid Sacrey Ltd, construction of community stage. *North Rustico P E I:* Colin R MacDonald Ltd, harbour improvements (landing extension). *Bridgewater N S:* Blake Taylor, wharf repairs. *Dartmouth N S:* The J P Porter Co Ltd, wharf extension, part "A." *Lower Jordan Bay N S:* Colin R MacDonald Ltd, construction of wharf. *Sandford N S:* B & M Comeau Construction Co Ltd, breakwater improvements. *Springhill N S:* Parsons Construction Co Ltd, construction of federal bldg. *Sydney Mines N S:* M R Chappell Ltd, construction of federal bldg. *Alma N B:* Robert Lloyd Galbraith, repairs to breakwaters. *Saint John N B:* Vincent Construction Co Ltd, repointing & repairs, New Post Office Bldg. *Sussex N B:* Simpson Construction Ltd, construction of federal bldg. *Val Comeau N B:* Comeau & Savoie Construction Ltd, construction of stone wall & dredging. *Cloridorme Que:* J Etienne Beaudoin, construction of protection works. *Matane Que:* Georges Tremblay, construction of protection works; L O Trottier & Fils Ltee, harbour improvements (east breakwater reconstruction). *Mont Louis Que:* Horace Lemieux, Gaspe Copper wharf repairs. *Parent Que:* Michel Rivard Ltee, construction of post office bldg. *Ste Anne de Beaupre Que:* Construction Orleans Inc, wharf repairs. *St Joachim de Tourelle Que:* Adrien Collin & Aime Labrie, reconstruction of protection wall. *St Laurent Que:* J M Cote, modifications & alterations for National Film Board, 3255 Côte de Liesse Road. *Hanover Ont:* Mel Wedow Construction, construction of federal bldg. *Leamington Ont:* Dean Construction Co Ltd, wharf widening. *Midland Ont:* Stellmar Contracting Co Ltd, harbour facilities. *Ottawa Ont:* W D Laflamme Ltd, rehabilitation of Chaudiere crossing, Buchanan & OHE canal bridges; Canadian Refractories Construction Ltd, refractory repairs to boilers in various bldgs; Nelson Purdy Cartage, removal of ashes, Plouffe Park, Cliff St, Riverside Drive & Central Experimental Farm. *Pelee Island Ont:* Ontario Marine & Dredging Ltd, construction of breakwater. *Petawawa Ont:* M Sullivan & Son Ltd, addition to office bldg, Forest Experimental Station. *Petrolia Ont:* Maaten Construction Co Ltd, construction of federal bldg. *Toronto Ont:* McNamara Construction of Ontario Ltd, construction of UIC Bldg. *Boissevain Man:* The Harper Construction Co Ltd, installation of sewage disposal system, International Peace Gardens. *Gimli Man:* Gimli Construction Co Ltd, wharf repairs. *Riding Mountain National Park Man:* Kent Construction (Brandon) Ltd, grading, culverts & surface treatment, McKinnon Creek ski hill access road. *Selkirk Man:* Peter Boorberg Enterprises Ltd, wharf repairs. *Leader Sask:* Knutson Construction Co Ltd, construction of post office bldg. *High Prairie Alta:* Forest Construction Ltd, construction of federal bldg. *Lacombe Alta:* Mr & Mrs R. Keitel, cleaning interior of federal bldg. *Whitecourt Alta:* R Holzer Construction Ltd, additions & alterations to post office bldg. *Agassiz B C:* Commercial Plumbing & Heating Ltd, installation of plumbing system, Mountain Camp; West Coast Painting Co Ltd, exterior & interior painting, Mountain Camp; S & S Electric Ltd, electrical installations, Mountain Camp; Argus Installation Ltd, heating installations, Mountain Camp. *Glacier & Mount Revelstoke National Parks B C:* Astra Construction Co, erection of guide fence & seeding. *Vancouver B C:* Mainland Installations Ltd, alterations to Customs House. *Victoria B C:* Excelsior Building Maintenance Ltd, cleaning for Unemployment Insurance Commission (rented bldg). *Coppermine N W T:* Fuller & Knowles Co Ltd, installation of mechanical & electrical work for various bldgs. *Hay River N W T:* Mamczasz Bridge Construction, construction of bridge over the West Channel. *Tuktoyaktuk N W T:* Canadian Equipment Sales & Service Co Ltd, installation of bulk oil storage system; Fuller & Knowles Co Ltd, installation of mechanical & electrical work for bath house & laundry. *Wood Buffalo National Park N W T:* Vernon E Sandy Contractors Ltd, construction of development road, Pine Lake to Jackfish River.

In addition, this Department awarded 22 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Beauharnois Que: Frost Steel & Wire Co Quebec Ltd, supply & erection of chain link fencing at east side of Lower Beauharnois Lock. *Lachine Que:* St Lawrence Steeplejacks Co Ltd, painting of Bridge No 4, Lachine Canal. *Montreal Que:* Frost Steel & Wire Co

(*Continued on page 1210*)

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PRICES AND THE COST OF LIVING

Consumer Price Index, September 1962

The consumer price index (1949=100) declined 0.3 per cent from 131.4 to 131.0 between August and September.* A decrease in the food index accounted for most of the decline. Moderate declines occurred also in the transportation and recreation and reading indexes. The housing and clothing indexes rose somewhat, however, and the health and personal care, and the tobacco and alcohol indexes, remained unchanged.

The index one year earlier was 129.1.

The food index declined 1.2 per cent from 128.4 to 126.8 despite further price increases for beef and higher prices for cured pork, eggs, poultry, citrus fruits, bananas and fats. These were more than balanced by sharp seasonal declines for a wide range of fresh fruits and vegetables, particularly potatoes, tomatoes, corn, apples, peaches and grapes. Price declines also occurred for fresh pork and butter.

The housing index rose 0.1 per cent from 135.1 to 135.2 as the household operation component moved to a higher level, the shelter component remaining unchanged. In household operation, prices were higher for fuel, furniture, floor coverings, textiles, utensils and equipment, with household supply prices lower. In shelter, rents were unchanged but the home-ownership index increased.

The clothing index rose 0.5 per cent from 112.7 to 113.3 as prices of a number of items of men's, women's and children's wear advanced not only from summer sales levels but also beyond pre-sales levels. Prices were also higher for men's shoes, piece goods and clothing services, which cover laundry, dry cleaning and shoe repairs.

The transportation index declined 0.4 per cent from 140.8 to 140.3 as a result of a drop in the automobile operation component. Lower prices for new passenger cars, gasoline, tires, muffler replacement and batteries offset price increases for lubrication, fender repairs and brake relining. In passenger cars, most cities reported seasonal declines for year-end 1962 models although prices held generally firm with a scatter of price increases for some models.

The health and personal care index was unchanged at 158.2. The health component remained at its previous level, and a fractional decline in the personal care component was not sufficient to move the index:

The recreation and reading index declined 0.1 per cent from 147.8 to 147.6; the reading component was unchanged, and lower prices for bicycles and television repairs moved the recreation component.

The tobacco and alcohol index remained unchanged at 118.0.

Group indexes in September 1962 were: food 126.8, housing 135.2, clothing 113.3, transportation 140.3, health and personal care 158.2, recreation and reading 147.6, and tobacco and alcohol 118.0.

City Consumer Price Indexes, August 1962

Consumer price indexes (1949=100) rose in eight of the ten regional cities* between July and August. Indexes in Winnipeg and Vancouver declined slightly.

Increases ranged from 0.1 per cent in Edmonton-Calgary to 1.2 per cent in St. John's, Nfld.

Food indexes rose in eight cities and decreased in two. Housing indexes were higher in five cities, unchanged in three and lower in the other two. Clothing indexes showed no change in five cities and declined in five. Transportation indexes were constant in eight cities, increased in one and decreased in one. The health and personal care index fell in all cities except St. John's, Nfld., where it increased. Unchanged indexes for recreation and reading are noted in six cities, with increases in three and a decrease in one. Indexes for tobacco and alcohol rose in four cities, remained constant in five, and declined in one.

Percentage changes in regional consumer price indexes between July and August were: St. John's +1.2, Halifax +0.8, Saint John +0.7, Montreal +0.4, Ottawa +0.4, Toronto +0.4, Saskatoon-Regina +0.3, Edmonton-Calgary +0.1, Winnipeg −0.1, and Vancouver −0.1.

Regional consumer price index point changes between July and August were: St. John's +1.4 to 118.7†; Halifax +1.0 to 131.3; Saint John +0.9 to 132.7; Montreal +0.5 to 131.6; Ottawa +0.5 to 132.4;

See Table F-1, p. 1228.

See Table F-2, p. 1228.
†On base June 1951=100.

Toronto +0.5 to 133.1; Saskatoon-Regina +0.4 to 128.3; Edmonton-Calgary +0.1 to 126.5; Winnipeg −0.1 to 129.4; Vancouver −0.1 to 129.7.

Wholesale Price Index, August 1962

The general wholesale index (1935-39=100) rose to 242.5 in August, up 0.5 per cent from the July index of 241.3, and 3.4 per cent from the August 1961 index of 234.5.

Four major group indexes were higher in August, two declined, and two groups, non-ferrous metal products and non-metallic minerals products, were unchanged.

The animal products group index rose 2.0 per cent to 271.8 from 266.6, the textile products group rose 0.6 per cent to 244.3 from 242.7, the wood products group index moved up 0.5 per cent to 319.0 from 317.4, and the vegetable products group index advanced slightly to 212.3 from 212.2.

Two major group indexes were lower by 0.2 per cent or less in August: chemical products to 191.0 from 191.4, and iron products to 255.6 from 255.9.

The non-ferrous metal products and non-metallic mineral products indexes were unchanged at 193.2 and 190.0, respectively.

The residential building material price index (1935-39=100) eased down to 296.8 from 296.9 between July and August. On the base 1949=100, it was unchanged at 130.2.

The price index of non-residential building materials (1949=100) edged up to 132.0 from 131.9.

U.S. Consumer Price Index, August 1962

The United States consumer price index (1957-59=100) remained at 105.5 between mid-July and mid-August, a period in which it historically has declined about 0.2 per cent. The August 1962 index was 1.2 per cent higher than that for August last year.

Although the index showed no net change during the month, the group indexes showed mixed movements: the indexes for transportation and for reading and recreation went up, those for apparel and for other goods and services went down. Although prices for meats and some fresh fruits were higher, for other fresh fruits and vegetables they were lower, with the result that the food group index was unchanged.

The medical care group index was unchanged for the first time since June 1954.

British Index of Retail Prices, July 1962

The British index of retail prices (Jan. 16, 1962=100) declined from 102.9 to 102.5 between mid-June and mid-July. On the former base, Jan. 17, 1956=100, it dropped from 120.9 to 120.4; in July 1961 the index on this base was 114.6.

A marked fall in the price of potatoes and lesser drops in the prices of tomatoes and other fresh vegetables were partly offset by a rise in the price of eggs. The durable household goods index rose less than 1 per cent and all other groups were little changed.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 168

Accident Prevention

1. GREAT BRITAIN. MINISTRY OF LABOUR. *Guarding of Hand-fed Platen Machines.* London, HMSO, 1962. Pp. 12.

2. GREAT BRITAIN. MINISTRY OF LABOUR. *Safety in the Use of Machinery in Bakeries.* London, HMSO, 1962. Pp. 80.

Accidents

3. GREAT BRITAIN. FACTORY INSPECTORATE. *Guide to Statistics collected by H. M. Factory Inspectorate.* London, HMSO, 1960.

The aim of this booklet "is to provide information about the scope and methods of collection and treatment of accident statistics, in order to help those who use the figures to understand and interpret them. The statistics show where accidents happen, their nature and the circumstances in which they occur."

4. U.S. Bureau of Labor Standards. *Roofing Operations.* Washington, GPO, 1962. Pp. 9.

Describes an investigation made under the child-labor provisions of the U.S. Fair Labor Standards Act, to determine whether roofing operations are too dangerous for the employment of 16- and 17-year-old minors and should be subject to the 18-year minimum employment age.

Annual Reports

5. Nova Scotia. Workmen's Compensation Board. *Report for 1961.* Halifax, Queen's Printer, 1962. Pp. 29.

6. Ontario. Workmen's Compensation Board. *Annual Report, 1961.* Toronto, Queen's Printer, 1962. Pp. 103.

7. Quebec (Prov.) Workmen's Compensation Commission. *Thirty-fourth Annual Report, 1961. 34e rapport annuel.* Quebec, 1962. Pp. 43. (Text in French and English.)

Business Cycles

8. Haberler, Gottfried. *Prosperity and Depression; a Theoretical Analysis of Cyclical Movements.* New rev. and enl. [i.e. 4th] ed. London, Allen & Unwin, 1960. Pp. 520.

"The present study confines itself to the task of analysing existing theories of the business cycle and deriving therefrom a synthetic account of the nature and possible causes of economic fluctuations."

9. Shiskin, Julius. *Electronic Computers and Business Indicators.* New York, National Bureau of Economic Research, 1957. Pp. 219-267.

Discusses how electronic computers aid in business forecasting and in analyzing business cycles.

Disabled—Rehabilitation

10. U.S. Bureau of Labor Standards. *Workmen's Compensation and the Physically Handicapped Worker.* Washington, GPO, 1961. Pp. 126.

Demonstrates that American employers will not have higher workmen's compensation costs because they employ physically handicapped workers.

11. U.S. President's Committee on Employment of the Physically Handicapped. Advisory Council. *Special Report to the President, December 14, 1961.* Washington, GPO, 1962. Pp. 45.

Contains a summary of activities of major Federal departments and agencies working with and for the handicapped during President Kennedy's first year in office.

Economic Conditions

12. Committee for Economic Development. *Economic Literacy for Americans, a Program for Schools and for Citizens. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development, February 1962.* New York, 1962. Pp. 55.

Suggests some ways of teaching economics to make the subject understandable to more people.

13. Denison, Edward Fulton. *The Sources of Economic Growth in the United States and the Alternatives before us.* New York, Committee for Economic Development, 1962. Pp. 297.

Considers labour, land and capital as elements in economic growth and the advance of productivity, and suggests means of increasing the growth rate.

Education

14. Jackson, Robert William Brierly. *The Atkinson Study of Utilization of Student Resources in Ontario; Report submitted to the National Conference of Canadian Universities, June 5, 1958.* Toronto, Dept. of Educational Research, Ontario College of Education, University of Toronto, 1958. Pp. 53.

The Atkinson Study is a follow-up study of students enrolled in Grade 13 courses in Ontario during the 1955-56 school year. The author tells something of the background and history and findings of this study.

15. U.S. Congress. House. Commitee on Education and Labor. *Emergency Educational Aid Act of 1961; Report to accompany H. R. 8890.* Washington, GPO, 1961. Pp. 29.

The U.S. Congressional Committee on Education and Labor considered legislation having to do with federal assistance in school construction.

Education, Vocational

16. Canada. Department of Labour. *An Analysis of the Carpentry Trade.* Rev. ed. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1961. Pp. 123.

17. Canada. Department of Labour. *An Analysis of the Refrigeration and Air Conditioning Trade.* Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1961. Pp. [113].

18. Canada. Department of Labour. *Vocational Training Program in Canada. Part D. Vocational Training Needs in Canadian Agriculture.* Ottawa, 1962. Pp. 92. No. 5 in the series, Research Program on the Training of Skilled Manpower.

19. Montreal. Board of Trade. Employee Relations Section. *Developing Employee Skills; a Panel Discussion . . . April 10th, 1962 . . . Montreal.* Montreal, 1962. Pp. 29.

The three speakers on the panel were Mr. D. B. Best, Personnel Superintendent, Northern Eelectric Company, Montreal; Mr. W. W. Werry, Vice-Principal of the Montreal Institute of Technology; and, Mr. J. P. Francis, Director of the Economics and Research Branch, Department of Labour, Ottawa. The speakers dealt with the problem of the shortage of skilled technicians in some areas of the labour market and serious unemployment in others. Various suggestions were made for dealing with the question of in-plant training, courses in technical institutes, and federal assistance to the provinces in technical and vocational training.

20. U.S. Congress. House. Commitee on Education and Labor. *Manpower Development and Training Act of 1961; Report to accompany H.R. 8399.* Washington, GPO, 1961. Pp. 29.

The bill (H.R. 8399) was intended to provide aid for workers to adjust to problems arising out of automation, rapid technological advances and other changes in the structure of the economy.

Electronic Data Processing

21. American Management Association. *Advances in Management Information Systems Techniques.* New York, c1962. Pp. 16.

22. Hoos, Ida Russakoff. *Automation in the Office.* Washington, Public Affairs Press, 1961. Pp. 138.

Concerns the possible long-run effects of automation on the clerical labour force. The author based her study on interviews with office personnel ranging from top management to file clerks in manufacturing companies, banks, insurance companies, government offices, electronic data-processing equipment manufacturing plants, etc.

Industrial Relations

23. Asian Regional Seminar on the Prevention and Settlement of Industrial Disputes, Kuala Lumpur, 1961. *Report.* [Geneva?] International Labour Organization [1962?] Pp. 20, 5, 4. At head of title: ARSID/1961/D.25. International Labour Organization.

24. Evans, Hywell. *Government Regulations of Industrial Relations; a Comparative Study of United States and British Experience.* Ithaca, New York State School of Industrial and Labor Relations at Cornell University, 1961. Pp. 116.

A comparison of labour legislation in the U.S. and Great Britain, with special emphasis on the National Labor Relations Act of 1935 (the Wagner Act) and the Labor-Management Relations Act of 1947 (the Taft-Hartley Act).

25. Levinson, Harold Myer. *Collective Bargaining in the Steel Industry: Pattern Setter or Pattern Follower?* Detroit, Institute of Labor and Industrial Relations, University of Michigan-Wayne State University, c1962. Pp. 99.

"This study is a somewhat modified version of one completed . . . as part of a considerably broader analysis of collective bargaining in the steel industry conducted for the [U.S.] Labor Department by Professor E. R. Livernash of Harvard University."

The author examines the extent to which negotiated settlements in the steel industry have served as the basis for the adoption of the same or similar provisions in other important industries. He has analysed the magnitude and timing of negotiated changes in wage rates and major fringe benefits since 1945 in about 30 companies, or groups of companies, reperesentative of important industries.

26. Montreal. Board of Trade. Employee Relations Section. *Changes in the Quebec Labour Relations Act; a Panel Discussion . . . November 30th, 1961 . . . Montreal.* Montreal, 1961. Pp. 26.

The four panel participants were Mr. C. Miron, Chief of the Conciliation and Arbitration Service, Department of Labour, Province of Quebec; Mr. F. C. Burnet, Industrial Relations Manager, Canadian Industries Limited, Montreal; Mr. Roger Provost, President of the Quebec Federation of Labour; and Mr. Harold Lande, Q.C., a specialist in labour law and a consultant in industrial relations. Much of the discussion concerned changes in the Quebec Labour Relations Act affecting conciliation procedures, strikes and lockouts, and the effect of a change in company ownership on a collective agreement, and decisions of the Labour Relations Board.

Labour Organization

27. Barkin, Solomon. *The Decline of the Labour Movement and What can be done about it.* Santa Barbara, Calif., Center for the Study of Democratic Institutions, 1961. Pp. 75.

Examines the reasons for the decline in labour union membership in the U.S. Suggests five areas where improvements could be made to strengthen the labour movement.

28. Beever, R. Colin. *European Unity and the Trade Union Movements.* Leyden, A. W. Sythoff, 1960. Pp. 303.

Discusses and evaluates the role of trade union organizations in the integration process of European countries.

29. Editorial Research Reports. *Conflicts in Organized Labor,* by William B. Dickinson, Jr. [Washington] 1961. Pp. 677-694.

Deals with juridictional disputes in the trade union movement in the U.S.

30. International Labour Office. *The Trade Union Situation in Sweden; Report of a Mission from the International Labour Office.* Geneva, 1961. Pp. 105.

A mission from the International Labour Office spent six weeks in Sweden in 1960 studying the question of freedom of association for the workers. They studied the trade union movement, industrial relations, collective bargaining, conditions of employment, industrial disputes etc. They conclude by saying, "Sweden may be noted as an example of a country in which trade unionism and the need for good industrial relations are taken for granted."

31. Lie, Haakon. *ABC of Trade Unionism.* Colombo International Labour Office, Workers' Education Division, 1960 Pp. 27.

32. Trades Union Congress. *What the TUC is doing, 1962.* London, 1962. Pp. 39.

An outline of the main activities of the General Council of TUC since September 1961.

Labouring Classes

33. International Association of Machinists. *A Positive World Trade Policy for Labor.* Washington, 1962. Pp. 48.

Contains a summary of reports and recommendations presented by speakers at a conference sponsored by the International Association of Machinists, and held in Washington on November 27, 28, and 29, 1961.

34. International Federation of Industrial Organizations and General Workers' Unions. *Report on the Section Conference for the Chemical Industries held at London, October 27th and 28th, 1961.* Amsterdam, 1962. 1 vol. (various pagings).

35. International Labour Office. *Hygiene in Shops and Offices.* Sixth item on the agenda. Geneva, 1962. Pp. 89. At head of title: Report 6 (1). International Labour Conference. 47th session, 1963.

Part 1 outlines the law and practice in different countries and includes a questionnaire to be completed by member governments.

36. Montreal. Board of Trade. Employee Relations Section. *Trends in Fringe Benefit Practices; a Panel Discussion . . . February 22nd, 1962 . . . Montreal.* Montreal, 1962. Pp. [31]

The three speakers on the panel included representatives from management, labour, and a firm of employee benefit consultants. They reviewed fringe benefit practices and costs and speculated on future prospects.

37. U.S. Bureau of Employment Security. *Family Characteristics of the Long-term Unemployed; a Report on a Study of Claimants under the Temporary Extended Unemployment Compensation Program, 1961-1962.* Washington, GPO, 1962. Pp. 206

Contains 25 statistical tables and analyses providing information on sex of claimant, age, marital status, household size, number of dependents, occupation, amount of benefit, pension status, months in labour force, period of unemployment, etc.

38. U.S. Bureau of Labor Standards. *Programs of National Organizations for Migratory Farm Workers and Their Families.* Washington, GPO, 1962. Pp. 48.

39. U.S. Congress. House. Committee on Education and Labor. *Impacts of Imports and Exports on Employment. Hearings before the Subcommittee on the Impact of Imports and Exports on American Employment of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session. A Fact-finding Investigation of Foreign Competition and its Effects upon Domestic Employment . . .* Washington, GPO, 1961-1962. 5 parts in Library's set.

Contents: 1. Coal and Residual Fuel Oil. 3. Glass, Pottery, and Toys. 4. Textiles. 5. Steel and Aluminum. 8. Agricultural Products, Chemicals, Oil, Machinery, Motion Pictures, Transportation, and Other Industries.

40. U.S. President's Committee on Equal Employment Opportunity. *The First Nine Months; Report.* Washington, GPO, 1962. Pp. 64.

Covers the period April 7, 1961 to January 15, 1962.

This Presidential Committee seeks to insure "equal employment opportunity, without regard to race, creed, color or national origin both in government employment and in government contract employment."

41. Wilensky, Harold L. *The Uneven Distribution of Leisure: the Impact of Economic Growth on 'Free Time'.* Ann Arbor, University of Michigan, 1961. Pp. [32]-56.

The author argues that in the U.S. with economic growth "a growing minority works very long hours while increasing millions are reluctant victims of too much leisure."

Occupations

The following two pamphlets were prepared by the Economics and Research Branch, Department of Labour, Ottawa, and published by the Queen's Printer in 1962 as part of the "Canadian Occupations" series.

42. *Careers in Library Service.* Pp. 36.

Explains about the nature of work in libraries, different types of libraries, educational requirements, working conditions and employment outlook, etc.

43. *Careers in Natural Science.* Rev. ed. Pp. 76.

Explains about science as a field of employment, educational requirements, working conditions, etc., and provides brief information about these specific sciences: Physics, Chemistry, Geology, Mathematics, Biological Science, Science in Agriculture, and Forest Science.

Teaching Machines

44. Foundation for Research on Human Behavior. *Programmed Learning; Evolving Principles and Industrial Applications . . .* Editor: Jerome P. Lysaught. Ann Arbor, Mich., 1961. Pp. 179.

Report of a Seminar sponsored by the Foundation for Research on Human Behavior, Eastman Kodak Co., and the International Business Machines Corp. Partial Contents: Principles of Programming. The Eastman Kodak Experience and Programmed Learning: The Nature of Training Activities; Exploring Programmed Training; Using Programmed Instruction. IBM's Experience with developing Programmed Instruction. Learning Theory and Future Research. Known Programs and Programmers. Present and Possible Manufacturers of Teaching Machine Devices.

45. Stolurow, Lawrence Marmer. *Teaching by Machine.* Washington, U.S. Office of Education, 1961. Pp. 173.

Teaching machines have proved to be useful in teaching a variety of different subjects to many different types of learners such as college students, military trainees, and normal or exceptional children. This book tells about the different types of teaching machines and shows how they have been effective.

United Nations

46. Ducoff, Louis Joseph. *Human Resources of Central America, Panama and Mexico, 1950-1980, in relation to Some Aspects of Economic Development.* New York, United Nations, Economic Commission for Latin America, 1960. Pp. 155.

Partial Contents: Population Trends and Composition. Future Population Prospects. Projections and Utilization of the Labour Force. Population and Labour Supply. Population and Labour Force Growth in Relation to Economic Development.

47. United Nations. Bureau of Social Affairs. *Report on the World Social Situation with Special Reference to the Problem of Balanced Social and Economic Development.* New York, 1961. Pp. 98.

48. United Nations. Department of Economic and Social Affairs. *Provisional Suggestions for National Programmes of Analysis of Population Census Data as an Aid to Planning and Policy-Making.* New York, 1962. Pp. 49.

49. United Nations. Economic Commission for Asia and the Far East. Second Group of Experts on Programming Techniques. *Formulating Industrial Development Programmes, with Special Reference to Asia and the Far East; Report.* Bangkok, 1961. Pp. 137.

Contents: The Structure of Industry in Asia and the Far East. Industrial Planning Techniques: Sector Analysis. Industrial Planning Techniques: Commodity and Project Analysis. Statistical Data for Industrial Analysis. Country Experience in Industrial Planning. Conclusions and Recommendations.

50. United Nations. Economic Commission for Europe. *Concentration of Colliery Workings in Selected European Countries.* Geneva, 1961. Pp. 72.

Wages and Hours

51. Australia. Bureau of Census and Statistics. *Wage and Salary Earners in Employment; June, 1947 to June, 1960.* [Canberra, 1962]. Pp. 41.

52. Editorial Research Reports. *Price-Wage Restraints in National Emergencies,* by William B. Dickinson, Jr. Washington, 1961. Pp. 777-794.

Deals with the need for restrictions on wages and prices in order to prevent inflation.

Miscellaneous

53. King, (Sir) Geoffrey Stuart. *The Ministry of Pensions and National Insurance.* London, Allen & Unwin; New York, Oxford University Press [1958]. Pp. 162.

Describes the organization and work of the Ministry of Pensions and National Insurance and tells about the various pension benefits and allowances administered by the Ministry.

54. McLean, Nemadji Beth (Bailey). *The Young Woman in Business* [by] Beth Bailey McLean [and] Jeanne Paris. Illustrated by Harry E. Walsh. Expanded, 2d ed. Ames Iowa State University Press, 1962. Pp. 304.

Gives advice to young women on how to choose the right job, how to make a good beginning in that job, how to get promotions, how to budget, and how to look after a home and a job.

55. National Industrial Conference Board. *Mergers and Markets; a Guide to Economic Analysis of Case Law,* by Betty Bock, 2nd ed. New York, 1962. Pp. 211.

Covers the period January 1951 to January 1962. Among other things contains detailed consideration of the economic characteristics of the companies and markets that have been accused of violating the merger law, and links market characteristics in existing complaints. Also examines the economic meaning of Federal Trade Commission and court decisions under the merger act during the period.

56. "Resources for Tomorrow" Conference, Montreal, 1961. *Resources for Tomorrow Conference Background Papers. Supplementary Volume.* February 1962. Ottawa, Queen's Printer, 1962. Pp. 195.

Contains seven background papers not included in the first two volumes. Partial Contents: Implications of Technological Change for Agricultural Productivity, by L. H. Shebeski. Air Pollution as a Canadian Regional

Problem, by M. Katz. The Impact of Urban Growth on Agricultural Land: a Pilot Study, by J. Hind-Smith. The Loss of Farmland in the Growth of the Metropolitan Regions of Canada, by A. D. Crerar.

57. U.S. CHILDREN'S BUREAU. *Five Decades of Action for Children, a History of the Children's Bureau* [by] Dorothy E. Bradbury: *To the Future* [by] Katherine B. Oettinger. Rev. ed. Washington, GPO, 1962. Pp. 143.

58. U.S. SMALL BUSINESS ADMINISTRATION. *Starting and Managing a Small Business of Your Own,* by Wendell O. Metcalf. 2d ed. Washington, GPO, 1962. Pp. 49.

Contents: So You are thinking of going into Business. Starting a New Business. Buying a Going Business. Managing Your Business. Looking into Special Requirements. Check List for starting a Business. Keeping up to date.

59. U.S. SOCIAL SECURITY ADMINISTRATION. *Social Security Programs throughout the World, 1961.* Rev. ed. Washington, GPO, 1961. Pp. 203.

Provides information on old age, invalidity, and death benefits; sickness and maternity benefits; work-injury benefits; unemployment benefits; and family allowances. One hundred and two countries are surveyed but not all of them have all these benefits.

Labour Conditions in Government Contracts

(Continued from page 1205)

Quebec Ltd, supply & erection of chain link fencing along Lachine Canal. *St Catharines Ont:* Warren Bituminous Paving Co Ltd, paving & seal coating of Bridges 11 & 18, Welland Canal; R E Law Crushed Stone Ltd, surface treating of asphalt of centre walls, Locks 4, 5 & 6, Welland Canal.

Department of Transport

Port aux Basques Nfld: Cameron Contracting Ltd, construction of dwellings; Pinsent Construction Co Ltd, construction of Decca Chain bldg. *Antigonish N S:* A B C Construction Ltd. construction of dwellings; Nordbec Construction Inc, construction of Decca Chain bldg. *Cranberry Island N S:* Nordbec Construction Inc, construction of dwellings. *Grindstone Que:* Nordbec Construction Inc, construction of Decca Chain bldg. *Port Harrison Que:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, construction of power distribution system. *Fort William Ont:* Peter Boorberg Enterprises Ltd, construction of airport lighting facilities on runway 25, Lakehead Airport. *Uplands Ont:* Arno Electric Reg'd, construction of airport lighting facilities on runways 14 & 25, Ottawa Airport. *Regina Sask:* North West Electric Co Ltd, construction of airport lighting facilities on runway 30, Airport. *Calgary Alta:* A E Pollack Nurseries Ltd, seeding of certain areas at Municipal Airport. *Egg Island B C:* Turner Contracting Alberni Ltd, construction of various bldgs. *Penticton B C:* Gilmour Construction & Engineering Co Ltd, construction of Air Terminal Bldg & related work. *Vancouver B C:* General Construction Co Ltd, preloading of aircraft parking area & terminal bldg area, Vancouver International Airport. *Fort Simpson N W T:* Stevenson & Tredway Ltd, alterations to power distribution system & related work.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 22, 1962

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,645	604	1,838	2,405	1,198	600
Men	4,826	455	1,368	1,706	860	437
Women	1,819	149	470	699	338	163
14—19 years	623	69	205	181	127	41
20—24 years	827	86	274	261	142	64
25—44 years	3,008	252	844	1,119	518	275
45—64 years	1,963	176	471	755	361	200
65 years and over	224	21	44	89	50	20
Employed	6,385	566	1,741	2,331	1,178	569
Men	4,617	422	1,286	1,650	846	413
Women	1,768	144	455	681	332	156
Agriculture	738	44	148	172	347	27
Non-agriculture	5,647	522	1,593	2,159	831	542
Paid Workers	5,196	471	1,458	2,004	781	482
Men	3,628	341	1,043	1,382	519	343
Women	1,568	130	415	622	262	139
Unemployed	260	38	97	74	20	31
Men	209	33	82	56	14	24
Women	51	*	15	18	*	*
Persons not in the Labour Force	5,627	637	1,678	1,882	895	535
Men	1,274	163	366	408	200	137
Women	4,353	474	1,312	1,474	695	398

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED SEPTEMBER 22, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,272	1,835	3,586	953	3,678	898	1,322
Labour force	6,645	623	3,472	823	879	624	224
Employed	6,385	565	3,368	764	863	609	216
Unemployed	260	58	104	59	16	15	*
Not in labour force	5,627	1,212	114	130	2,799	274	1,098
Participation rate[2]							
1962, September 22	54.1	34.0	96.8	86.4	23.9	69.5	16.9
August 18	56.0	46.6	96.9	90.6	22.7	68.5	16.8
Unemployment rate [3]							
1962, September 22	3.9	9.3	3.0	7.2	1.8	2.4	*
August 18	4.1	8.1	3.2	7.2	1.6	2.9	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED SEPTEMBER 22, 1962

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Sept. 1962	Aug. 1962	Sept. 1961
Total unemployed	260	280	308
On temporary layoff up to 30 days	13	17	16
Without work and seeking work	247	263	292
Seeking full-time work	237	247	270
Seeking part-time work	10	16	22
Seeking under 1 month	90	72	88
Seeking 1–3 months	77	102	98
Seeking 4–6 months	30	31	43
Seeking more than 6 months	50	58	63

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

—	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total.....	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573
1961 Total.....	7,592	4,232	574	1,241	6,557	2,341	155	8,076	3,982	59	34,809
1st. 6 mos. 1961.....	3,139	2,362	318	687	3,530	1,563	105	4,668	2,085	28	18,485
1st. 6 mos. 1962.....	3,577	2,350	253	575	2,873	1,085	89	4,703	1,690	19	17,214

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
July	46.2	451.2	166.9							1,615.3
August	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September	46.3	464.6	162.0							1,657.7
October	46.3	463.0	159.0							1,644.9
November	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December	45.5	451.3	152.0							1,585.8
1962—										
January	45.8	450.7	151.2							1,565.7
February	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March	45.6	461.1	150.3							1,590.5
April	45.1	469.0	153.8							1,618.8
May	47.0	481.7	160.1	65.7	333.2	93.3	718.1	1,475.0	218.1	1,677.1
June*	48.2	492.1	161.6							1,726.2
July†	49.1	484.0	166.0							1,711.0

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July 1962 employees in the principal non-agricultural industries reported a total employment of 3,003,118. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961—						
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962—						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April	116.7	186.7	80.21	110.4	189.0	83.11
May	121.3	188.1	80.79	113.7	190.4	83.72
June*	125.0	188.7	81.05	116.4	190.4	83.72
July†	125.7	188.3	80.88	115.3	189.0	83.11

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$
Provinces						
Atlantic Region	111.6	111.7	114.4	67.59	67.37	65.18
Newfoundland	150.1	145.6	149.5	72.87	73.68	71.87
Prince Edward Island	154.3	150.9	145.0	58.13	57.73	56.18
Nova Scotia	97.7	98.4	102.4	66.66	66.59	64.44
New Brunswick	108.8	110.8	111.9	66.14	65.23	62.59
Quebec	125.8	124.8	122.8	78.05	78.47	75.24
Ontario	125.2	125.7	120.6	84.19	84.29	81.64
Prairie Region	139.0	136.5	136.8	79.06	79.13	77.28
Manitoba	116.2	114.4	115.6	76.20	75.69	74.15
Saskatchewan	125.0	132.3	132.7	77.76	77.68	75.50
Alberta (including Northwest Territories)	167.7	164.7	164.0	81.93	82.54	80 62
British Columbia (including Yukon)	122.7	119.1	118.8	87.80	88.26	84.67
Canada	**125.7**	**125.0**	**122.5**	**80.88**	**81.05**	**78.24**
Urban Areas						
St. John's	149.1	144.0	144.3	61.58	62.37	58.60
Sydney	82.7	82.0	88.3	82.47	82.62	76.53
Halifax	124.1	125.0	123.2	78.11	68.27	65.51
Moncton	111.4	110.7	108.9	62.91	62.53	61.10
Saint John	107.6	107.9	107.1	66.88	65.83	61.37
Chicoutimi—Jonquiere	115.4	113.5	115.1	99.86	106.95	98.94
Quebec	122.3	122.9	119.0	69.54	68.71	66.52
Sherbrooke	108.1	111.4	105.1	67.68	67.85	65.50
Shawinigan	106.2	106.3	108.1	90.15	90.60	87.01
Three Rivers	120.0	121.5	113.3	74.40	75.51	72.22
Drummondville	81.1	81.8	76.2	65.65	67.33	62.32
Montreal	128.1	129.2	124.5	80.28	80.41	77.21
Ottawa—Hull	138.5	138.7	131.0	75.61	75.59	74.05
Kingston	122.1	118.8	123.6	80.10	78.05	76.69
Peterborough	97.1	97.6	90.8	89.17	90.27	86.38
Oshawa	127.4	189.4	115.2	95.98	102.09	91.61
Toronto	138.7	138.4	133.4	85.14	85.05	82.36
Hamilton	116.1	116.3	109.8	90.82	90.01	87.97
St. Catharines	104.5	113.2	109.8	93.23	91.94	88.21
Niagara Falls	106.4	105.3	103.7	81.16	81.30	79.49
Brantford	83.5	82.2	83.2	75.75	75.18	73.94
Guelph	126.8	126.2	122.1	75.98	75.30	72.19
Galt	116.7	118.5	106.8	73.14	73.27	70.68
Kitchener	133.6	132.8	123.3	76.43	77.70	74.48
Sudbury	144.3	146.2	149.3	93.05	92.58	92.90
Timmins	90.9	89.5	94.0	72.38	71.94	70.33
London	139.7	138.9	131.8	77.20	77.30	74.65
Sarnia	136.3	132.1	135.2	104.86	103.95	101.00
Windsor	70.2	74.1	68.1	89.65	92.12	86.52
Sault Ste. Marie	155.0	151.1	146.9	100.52	101.32	99.04
Fort William—Port Arthur	114.4	111.3	116.9	80.63	81.36	81.65
Winnipeg	113.4	113.2	113.4	72.62	72.86	71.08
Regina	147.0	147.0	141.6	76.02	75.83	72.63
Saskatoon	147.0	144.5	149.2	72.85	73.50	70.01
Edmonton	210.6	208.9	195.6	77.54	78.19	75.40
Calgary	186.6	184.2	176.3	81.16	81.93	76.51
Vancouver	118.8	116.2	115.5	86.43	86.43	84.26
Victoria	121.9	118.7	111.9	78.55	81.36	77.22

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment			Average Weekly Wages and Salaries		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$
Mining	**122.5**	**121.0**	**121.0**	**98.86**	**98.79**	**91.28**
Metal mining	138.7	135.1	136.2	100.40	100.32	96.01
Gold	70.8	70.7	73.2	80.71	80.72	76.64
Other metal	201.8	195.0	195.0	106.82	106.92	102.79
Fuels	84.2	85.3	84.7	104.27	104.87	97.19
Coal	39.7	40.8	42.0	80.43	79.72	74.05
Oil and natural gas	265.8	266.9	268.4	118.83	120.59	112.77
Non-metal	161.8	162.1	158.1	84.60	83.62	83.00
Manufacturing	**115.3**	**116.4**	**110.9**	**83.11**	**83.72**	**80.34**
Durable goods	118.1	121.0	111.6	89.51	90.20	86.68
Non-durable goods	112.9	112.5	110.4	77.50	77.88	74.96
Food and beverages	125.9	122.8	125.7	72.19	73.34	70.38
Meat products	137.7	136.5	140.0	83.06	84.72	80.61
Canned and preserved fruits and vegetables	147.8	115.7	152.3	56.64	62.51	55.64
Grain mill products	100.5	102.2	104.0	82.49	81.82	79.51
Bread and other bakery products	112.6	113.7	112.9	70.78	71.52	68.17
Distilled and malt liquors	100.3	100.5	101.3	101.52	103.81	100.14
Tobacco and tobacco products	81.7	83.9	81.5	86.55	86.01	82.88
Rubber products	105.5	108.2	99.6	85.76	87.55	82.63
Leather products	89.1	88.8	87.8	55.50	55.62	54.04
Boots and shoes (except rubber)	97.1	96.5	95.1	54.13	53.50	52.00
Textile products (except clothing)	81.6	82.3	77.8	65.72	66.52	63.49
Cotton yarn and broad woven goods	71.9	73.6	70.8	61.04	62.98	59.21
Woollen goods	63.1	63.6	62.3	62.38	62.82	60.52
Synthetic textiles and silk	91.5	91.1	84.0	72.07	72.70	70.34
Clothing (textile and fur)	91.5	92.3	88.5	51.61	51.15	50.15
Men's clothing	94.4	96.5	89.4	49.95	50.19	48.42
Women's clothing	97.0	95.6	96.6	53.73	51.25	52.05
Knit goods	73.9	74.6	70.1	50.21	51.50	49.99
Wood products	114.5	113.3	111.0	71.07	71.36	69.33
Saw and planing mills	119.2	117.2	117.4	72.67	73.30	71.07
Furniture	116.9	117.0	109.8	69.97	69.20	67.75
Other wood products	86.5	86.5	82.4	62.81	63.87	61.34
Paper products	130.0	129.2	128.0	98.63	98.70	94.68
Pulp and paper mills	131.0	129.1	129.9	106.05	106.66	101.78
Other paper products	127.7	129.5	123.5	80.40	79.71	77.18
Printing, publishing and allied industries	126.0	127.3	123.7	90.77	90.93	87.67
Iron and steel products	111.8	111.8	105.2	95.81	95.68	92.39
Agricultural implements	59.2	59.2	64.2	100.90	99.09	91.75
Fabricated and structural steel	165.3	164.2	150.8	96.32	99.52	91.68
Hardware and tools	109.1	109.9	99.7	82.95	84.06	81.66
Heating and cooking appliances	108.2	107.9	97.8	82.66	82.28	79.23
Iron castings	97.4	97.6	90.6	90.75	90.98	88.34
Machinery industrial	124.9	125.5	116.5	92.05	91.41	88.02
Primary iron and steel	129.2	128.0	122.2	108.79	108.69	106.49
Sheet metal products	122.6	122.1	108.4	96.72	95.21	92.37
Wire and wire products	112.9	113.0	112.2	95.41	94.72	94.68
Transportation equipment	101.6	114.6	97.6	95.23	96.38	90.94
Aircraft and parts	251.7	253.0	254.6	96.91	97.61	94.33
Motor vehicles	80.1	115.1	68.1	112.23	112.31	106.41
Motor vehicle parts and accessories	93.1	113.2	102.2	90.94	89.82	87.52
Railroad and rolling stock equipment	57.2	58.0	57.6	85.93	85.68	85.52
Shipbuilding and repairing	146.7	151.0	128.9	90.32	90.93	81.49
Non-ferrous metal products	128.1	127.9	123.3	94.88	95.69	93.10
Aluminum products	149.0	146.8	141.2	91.79	91.43	89.81
Brass and copper products	105.3	106.0	103.4	90.34	88.73	88.98
Smelting and refining	143.3	142.5	141.4	106.34	106.01	101.09
Electrical apparatus and supplies	149.7	150.8	133.2	88.90	89.51	87.73
Heavy electrical machinery	110.9	111.5	101.5	96.94	97.66	95.20
Telecommunication equipment	271.2	272.5	226.4	86.55	86.30	86.20
Non-metallic mineral products	157.8	157.7	147.3	88.18	89.64	84.74
Clay products	96.6	96.5	94.9	79.05	79.51	76.73
Glass and glass products	169.9	173.6	159.3	82.31	85.14	78.93
Products of petroleum and coal	144.2	143.5	139.6	120.46	120.02	116.38
Petroleum refining and products	146.0	144.9	142.3	121.71	121.48	117.17
Chemical products	136.4	136.8	133.3	98.70	98.64	94.44
Medicinal and pharmaceutical preparations	122.0	124.6	119.0	86.04	85.83	83.39
Acids, alkalis and salts	165.5	163.7	159.9	109.14	109.02	106.06
Other chemical products	133.5	133.9	131.0	98.59	98.66	93.76
Miscellaneous manufacturing industries	144.7	145.3	138.9	73.37	73.53	70.70
Construction	**143.1**	**137.8**	**143.4**	**86.92**	**87.20**	**84.02**
Building and general engineering	138.7	134.1	135.5	93.53	93.66	91.65
Highways, bridges and streets	150.4	144.2	156.5	76.72	77.15	72.95
Electric and motor transportation	142.3	125.8	136.2	85.58	85.95	82.90
Service	**161.4**	**163.3**	**157.1**	**56.59**	**56.87**	**54.96**
Hotels and restaurants	146.1	143.5	140.4	42.73	43.04	41.78
Laundries and dry cleaning plants	132.2	132.9	125.6	49.54	50.72	48.24
Industrial composite	**125.7**	**125.0**	**122.5**	**80.88**	**81.05**	**78.24**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$
Newfoundland	39.9	42.4	42.5	1.57	1.55	1.54
Nova Scotia	41.5	41.5	41.0	1.62	1.63	1.59
New Brunswick	42.0	41.3	40.8	1.63	1.57	1.54
Quebec	41.7	41.8	41.4	1.70	1.72	1.65
Ontario	41.1	41.3	40.6	1.97	1.97	1.91
Manitoba	39.9	40.1	40.2	1.77	1.75	1.73
Saskatchewan	38.7	39.9	38.6	1.99	2.00	1.96
Alberta[1]	40.1	40.8	39.7	1.98	2.00	1.95
British Columbia[2]	37.8	38.2	37.7	2.27	2.27	2.19

[1] Includes Northwest Territories.

[2] Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D. B. S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April	40.6	1.89	76.50	183.3	140.9
May	41.0	1.89	77.51	185.7	142.3
June	41.1	1.88	77.52	185.7	141.8
July	40.9	1.88	76.73	183.8	139.9

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY,

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961	July 1962	June 1962	July 1961
				$	$	$	$	$	$
Mining	**42.3**	**42.0**	**41.4**	**2.19**	**2.19**	**2.11**	**92.54**	**92.04**	**87.55**
Metal mining	41.8	41.9	41.3	2.28	2.28	2.20	95.34	95.46	90.66
Gold	42.3	42.5	41.1	1.75	1.76	1.70	74.19	74.92	70.05
Other metal	41.7	41.7	41.3	2.47	2.47	2.38	102.73	102.88	98.40
Fuels	41.4	41.9	41.0	2.08	2.09	1.98	85.86	87.36	81.27
Coal	42.7	42.5	41.5	1.84	1.84	1.74	78.76	78.28	72.40
Oil and natural gas	39.0	40.9	40.1	2.51	2.51	2.36	97.92	102.70	94.67
Non-metal	42.9	42.5	42.8	1.95	1.95	1.91	83.77	83.01	81.84
Manufacturing	**40.9**	**41.1**	**40.6**	**1.88**	**1.88**	**1.82**	**76.73**	**77.52**	**73.95**
Durable goods	41.4	41.7	40.9	2.02	2.04	1.98	83.83	84.91	81.01
Non-durable goods	40.5	40.6	40.4	1.74	1.73	1.68	70.22	70.48	67.73
Food and beverages	40.6	41.2	41.1	1.63	1.63	1.57	65.96	66.94	64.50
Meat products	40.4	41.3	40.4	1.95	1.94	1.88	78.65	80.18	75.86
Canned and preserved fruits and vegetables	38.4	40.3	41.2	1.28	1.34	1.21	49.00	54.12	49.79
Grain mill products	42.8	42.6	42.3	1.84	1.83	1.78	78.95	77.91	75.25
Bread and other bakery products	42.0	42.3	42.2	1.54	1.54	1.49	64.68	65.20	63.08
Biscuits and crackers	39.7	40.3	39.8	1.42	1.40	1.36	56.40	56.54	54.32
Distilled liquors	39.2	42.1	39.6	2.15	2.22	2.06	84.28	93.49	81.55
Malt liquors	40.3	40.2	41.9	2.33	2.35	2.35	93.83	94.49	98.54
Tobacco and tobacco products	40.1	39.8	39.6	2.02	2.01	1.95	81.09	80.11	77.29
Rubber products	41.1	42.4	40.9	1.95	1.95	1.87	80.05	82.55	76.39
Leather products	40.4	39.9	40.2	1.27	1.28	1.23	51.09	50.90	49.38
Boots and shoes (except rubber)	41.0	40.0	40.7	1.22	1.23	1.18	50.16	49.18	47.91
Other leather products	38.9	39.7	39.2	1.37	1.38	1.34	53.33	54.94	52.73
Textile products (except clothing)	41.7	42.3	41.3	1.41	1.42	1.37	58.85	60.05	56.59
Cotton yarn and broad woven goods	38.9	40.3	39.2	1.44	1.46	1.40	56.12	58.78	54.76
Woollen goods	43.4	44.0	42.7	1.31	1.31	1.28	56.88	57.81	54.81
Synthetic textiles and silk	43.0	43.1	42.8	1.50	1.51	1.45	64.45	64.80	62.30
Clothing (textile and fur)	38.1	37.8	37.9	1.22	1.22	1.18	46.65	46.12	44.89
Men's clothing	37.8	37.8	37.3	1.20	1.21	1.17	45.40	45.68	43.67
Women's clothing	36.6	35.3	36.7	1.33	1.30	1.27	48.65	46.01	46.59
Knit goods	40.7	40.9	40.8	1.12	1.14	1.10	45.74	46.76	44.95
*Wood products	41.4	41.9	41.4	1.64	1.64	1.60	67.77	68.70	66.27
Saw and planing mills	40.6	41.4	40.8	1.73	1.74	1.69	70.48	71.95	69.14
Furniture	43.0	42.6	42.5	1.51	1.51	1.48	64.83	64.36	62.74
Other wood products	42.5	43.3	42.0	1.36	1.36	1.34	57.83	59.03	56.26
Paper products	41.8	41.9	41.3	2.24	2.23	2.16	93.63	93.43	89.20
Pulp and paper mills	41.7	42.0	41.3	2.41	2.41	2.32	100.78	101.09	95.88
Other paper products	41.9	41.4	41.6	1.76	1.76	1.70	73.90	73.01	70.70
Printing, publishing and allied industries	39.0	38.9	39.0	2.31	2.31	2.22	89.86	89.85	86.33
*Iron and steel products	41.8	41.8	40.9	2.19	2.18	2.15	91.43	91.18	87.95
Agricultural implements	42.4	41.9	38.3	2.21	2.19	2.17	93.69	91.86	83.27
Fabricated and structural steel	41.0	42.4	39.4	2.14	2.18	2.11	87.61	92.58	83.09
Hardware and tools	42.5	43.1	42.0	1.81	1.81	1.79	76.83	78.31	75.25
Heating and cooking appliances	41.6	41.1	40.6	1.85	1.85	1.80	77.10	75.92	73.24
Iron castings	42.3	42.3	41.6	2.07	2.06	2.02	87.65	87.32	84.08
Machinery, industrial	42.6	42.1	41.3	2.04	2.04	1.98	86.90	86.00	81.98
Primary iron and steel	40.4	40.5	40.3	2.59	2.58	2.55	104.62	104.49	102.80
Sheet metal products	43.0	42.8	41.8	2.18	2.14	2.13	93.52	91.83	89.24
Wire and wire products	42.0	41.8	42.3	2.16	2.14	2.12	90.94	89.24	89.69
*Transportation equipment	40.6	41.4	39.9	2.17	2.20	2.11	88.31	91.19	84.22
Aircraft and parts	40.3	41.0	40.9	2.13	2.14	2.12	85.98	87.61	86.69
Motor vehicles	41.6	43.2	39.7	2.48	2.46	2.39	102.91	106.05	94.75
Motor vehicle parts and accessories	40.6	41.4	38.8	2.04	2.09	2.08	82.77	86.50	80.67
Railroad and rolling stock equipment	39.9	39.7	40.3	2.10	2.10	2.07	83.93	83.44	83.59
Shipbuilding and repairing	40.6	41.1	39.1	2.19	2.19	2.03	89.14	89.93	79.46
*Non-ferrous metal products	40.7	40.5	40.5	2.18	2.22	2.15	88.84	89.74	86.92
Aluminum products	42.4	41.5	41.9	1.92	1.93	1.90	81.30	79.90	79.58
Brass and copper products	41.5	40.9	41.6	2.07	2.03	2.02	85.97	82.90	84.04
Smelting and refining	40.1	40.0	39.8	2.44	2.51	2.38	97.72	100.18	94.86
*Electrical apparatus and supplies	41.0	41.1	40.8	1.91	1.91	1.89	78.09	78.36	77.04
Heavy electrical machinery and equipment	41.2	41.2	41.2	2.14	2.15	2.08	87.94	88.49	85.64
Telecommunication equipment	40.8	40.5	40.8	1.73	1.73	1.73	70.43	69.95	70.77
Refrigerators, vacuum cleaners and appliances	39.0	40.2	39.4	1.93	1.93	1.91	75.17	77.68	75.41
Wire and cable	42.7	42.5	43.0	2.12	2.13	2.11	90.62	90.53	90.76
Miscellaneous electrical products	41.2	41.2	40.1	1.81	1.80	1.80	74.49	74.35	72.13
*Non-metallic mineral products	43.6	43.8	42.9	1.92	1.92	1.86	83.42	84.09	79.67
Clay products	42.5	43.1	42.5	1.75	1.72	1.68	74.17	74.25	71.55
Glass and glass products	40.9	41.2	39.8	1.88	1.92	1.86	76.79	78.98	73.94
Products of petroleum and coal	41.9	41.4	41.3	2.63	2.65	2.57	110.41	109.52	105.96
Chemical products	41.1	41.2	40.8	2.12	2.11	2.03	87.07	86.88	82.92
Medicinal and pharmaceutical preparations	39.5	40.2	39.8	1.61	1.64	1.54	63.67	65.78	61.33
Acids, alkalis and salts	40.9	40.5	40.9	2.41	2.41	2.35	98.74	97.86	95.96
Miscellaneous manufacturing industries	41.2	41.2	41.1	1.55	1.55	1.50	63.95	63.86	61.46
Construction	**41.9**	**42.0**	**42.4**	**2.03**	**2.04**	**1.94**	**85.30**	**85.66**	**82.17**
Building and general engineering	41.1	40.9	41.9	2.23	2.23	2.14	91.62	91.44	89.49
Highways, bridges and streets	43.5	44.0	43.3	1.70	1.71	1.63	73.94	75.46	70.41
Electric and motor transportation	**43.4**	**43.5**	**43.3**	**1.97**	**1.98**	**1.89**	**85.34**	**86.34**	**81.96**
Service	**38.5**	**38.6**	**38.9**	**1.08**	**1.09**	**1.04**	**41.69**	**42.04**	**40.58**
Hotels and restaurants	38.3	38.2	39.1	1.04	1.05	1.01	39.87	40.07	39.31
Laundries and dry cleaning plants	40.1	40.5	39.7	1.04	1.05	1.02	41.81	42.47	40.74

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 1089, September issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
September 1957	12,792	13,660	26,452	186,599	80,267	266,866
September 1958	9,385	11,430	20,815	228,426	107,123	335,549
September 1959	16,162	16,792	32,954	160,519	97,261	257,780
September 1960	12,239	13,796	26,035	228,632	115,358	343,990
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962	22,436	20,672	43,108	237,747	119,561	357,308
July 1962	22,872	17,895	40,767	224,452	113,407	337,859
August 1962 (1)	21,214	21,256	42,470	198,639	96,606	295,245
September 1962 (1)	20,197	20,658	40,855	188,844	97,890	286,734

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH AUGUST 1961-AUGUST 1962.

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	231,507	100,426	92,346	48,564	86,218	39,253
July	R251,079	114,963	97,147	56,863	85,399	49,523
August	236,921(1)	104,268(1)	102,784	63,558	89,871	50,865

(1)Preliminary.

R-Revised.

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING AUGUST 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from August 1961
Agriculture, Fishing, Trapping	**18,172**	**11,451**	**29,623**	**+ 3,107**
Forestry	**3,854**	**50**	**3,904**	**+ 773**
Mining, Quarrying and Oil Wells	**971**	**73**	**1,044**	**+ 207**
Metal Mining	502	17	519	+ 15
Fuels	158	21	179	+ 18
Non-Metal Mining	150	1	151	+ 86
Quarrying, Clay and Sand Pits	97	3	100	+ 47
Prospecting	64	31	95	+ 41
Manufacturing	**18,601**	**15,354**	**33,955**	**+ 6,680**
Foods and Beverages	3,953	8,043	11,996	+ 3,725
Tobacco and Tobacco Products	23	39	62	+ 13
Rubber Products	197	101	298	+ 34
Leather Products	304	418	722	+ 93
Textile Products (except clothing)	614	520	1,134	+ 254
Clothing (textile and fur)	604	2,275	2,879	− 77
Wood Products	2,419	312	2,731	+ 680
Paper Products	1,316	314	1,630	+ 304
Printing, Publishing and Allied Industries	460	492	952	+ 89
Iron and Steel Products	3,442	433	3,875	+ 722
Transportation Equipment	1,972	245	2,217	+ 2
Non-Ferrous Metal Products	628	267	895	+ 44
Electrical Apparatus and Supplies	627	712	1,339	+ 199
Non-Metallic Mineral Products	765	145	910	+ 188
Products of Petroleum and Coal	38	20	58	− 27
Chemical Products	547	358	905	+ 229
Miscellaneous Manufacturing Industries	692	660	1,352	+ 208
Construction	**16,295**	**227**	**16,522**	**+ 1,616**
General Contractors	10,706	127	10,833	+ 821
Special Trade Contractors	5,589	100	5,689	+ 795
Transportation, Storage and Communication	**8,427**	**455**	**8,882**	**+ 2,990**
Transportation	7,950	254	8,204	+ 2,945
Storage	360	64	424	+ 21
Communication	117	137	254	+ 24
Public Utility Operation	**379**	**62**	**441**	**+ 72**
Trade	**9,100**	**6,714**	**15,814**	**+ 1,859**
Wholesale	3,933	2,061	5,994	+ 678
Retail	5,167	4,653	9,820	+ 1,181
Finance, Insurance and Real Estate	**508**	**1,048**	**1,556**	**+ 204**
Service	**13,564**	**15,431**	**28,995**	**+ 806**
Community or Public Service	866	1,398	2,264	+ 186
Government Service	1,905	499	2,404	− 2,313
Recreation Service	2,732	462	3,194	+ 1,014
Business Service	1,716	968	2,684	+ 585
Personal Service	6,345	12,104	18,449	+ 1,334
GRAND TOTAL	**89,871**	**50,865**	**140,736**	**+18,314**

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT AUGUST 31, 1962

(Subject to revision)

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	7,200	1,971	9,171
Clerical Workers	14,826	39,535	54,361
Sales Workers	6,646	11,946	18,592
Personal and Domestic Service Workers	24,852	17,302	42,154
Seamen	830	10	840
Agriculture, Fishing, Forestry (Ex. log.)	5,424	704	6,128
Skilled and Semi-Skilled Workers	74,331	10,869	85,200
Food and kindred products (incl. tobacco)	856	310	1,166
Textiles, clothing, etc.	1,324	6,044	7,368
Lumber and lumber products	7,495	77	7,572
Pulp, paper (incl. printing)	855	334	1,189
Leather and leather products	716	680	1,396
Stone, clay and glass products	241	21	262
Metalworking	8,921	585	9,506
Electrical	1,361	728	2,089
Transportation equipment	2,025	38	2,063
Mining	1,307	.....	1,307
Construction	12,346	1	12,347
Transportation (except seamen)	14,866	109	14,975
Communications and public utility	440	1	441
Trade and service	3,160	1,122	4,282
Other skilled and semi-skilled	13,268	615	13,883
Foremen	1,641	193	1,834
Apprentices	3,509	11	3,520
Unskilled Workers	64,530	14,269	78,799
Food and tobacco	1,674	3,555	5,229
Lumber and lumber products	5,927	226	6,153
Metalworking	2,708	343	3,051
Construction	25,656	.....	25,656
Other unskilled workers	28,565	10,145	38,710
GRAND TOTAL	**198,639**	**96,606**	**295,245**

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS AT AUGUST 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations (1) Aug. 31, 1962	Registrations Previous Year Aug. 31, 1961
Newfoundland	**7,793**	**6,885**
Corner Brook	2,001	2,016
Grand Falls	849	605
St. John's	4,943	4,264
Prince Edward Island	**1,225**	**984**
Charlottetown	721	444
Summerside	504	540
Nova Scotia	**12,276**	**15,474**
Amherst	458	504
Bridgewater	615	674
Halifax	3,598	3,401
Inverness	257	227
Kentville	846	1,035
Liverpool	239	285
New Glasgow	1,168	1,125
Springhill	515	537
Sydney	2,780	5,364
Sydney Mines	657	1,154
Truro	530	616
Yarmouth	613	552
New Brunswick	**11,504**	**9,383**
Bathurst	842	704
Campbellton	1,044	974
Edmundston	486	564
Fredericton	1,034	1,164
Minto	478	197
Moncton (2)	2,511	2,044
Newcastle	985	676
Saint John	2,309	2,110
St. Stephen	283	427
Sussex	272	178
Woodstock	1,260	345
Quebec	**91,404**	**97,107**
Alma	1,726	1,486
Asbestos	267	218
Baie Comeau	367	366
Beauharnois	626	704
Buckingham	423	461
Causapscal	675	522
Chandler	907	493
Chicoutimi	1,940	1,606
Cowansville	221	222
Dolbeau	692	700
Drummondville	1,111	1,160
Farnham	304	346
Forestville	189	258
Gaspé	628	367
Granby	1,384	1,402
Hull	1,552	1,732
Joliette	2,460	2,490
Jonquière	2,267	1,507
Lachute	416	324
La Malbaie	438	931
La Tuque	574	534
Lévis	1,290	1,482
Louiseville	503	543
Magog	236	353
Maniwaki	211	326
Matane	709	585
Mégantic	487	397
Mont-Laurier	449	517
Montmagny	708	802
Montréal	34,084	40,320
New Richmond	537	424
Port Alfred	598	507
Québec	7,774	7,544
Rimouski	1,653	1,530
Rivière du Loup	1,305	1,581
Roberval	1,294	956
Rouyn	1,370	1,450
Ste. Agathe-des-Monts	242	322
Ste. Anne de Bellevue	492	583
Ste. Thérèse	1,041	1,165
St. Hyacinthe	694	1,049
St. Jean	1,285	1,317
St. Jérôme	916	867
Sept-Îles	884	1,003
Shawinigan	2,464	2,347
Sherbrooke	2,881	2,863
Quebec—Concluded		
Sorel	741	1,355
Thetford Mines	764	685
Trois-Rivières	2,680	2,375
Val d'Or	986	1,262
Valleyfield	1,223	1,019
Victoriaville	772	888
Ville St. Georges	964	861
Ontario	**102,626**	**112,788**
Arnprior	158	178
Barrie	772	788
Belleville	980	1,070
Bracebridge	330	357
Brampton	856	991
Brantford	1,468	2,181
Brockville	340	429
Carleton Place	94	149
Chatham	868	1,935
Cobourg	664	624
Collingwood	307	472
Cornwall	1,533	1,740
Elliot Lake	405	373
Fort Erie	244	302
Fort Frances	242	236
Fort William	1,016	1,358
Galt	1,114	1,061
Gananoque	129	140
Goderich	227	317
Guelph	1,141	1,201
Hamilton	8,294	10,074
Hawkesbury	298	303
Kapuskasing	832	744
Kenora	307	285
Kingston	1,446	1,478
Kirkland Lake	445	791
Kitchener	1,305	1,776
Leamington	349	320
Lindsay	640	479
Listowel	143	135
London	2,594	2,658
Long Branch	2,261	2,701
Midland	340	278
Napanee	207	264
New Liskeard (3)	232	.....
Newmarket	776	762
Niagara Falls	904	1,411
North Bay	774	810
Oakville	771	958
Orillia	405	501
Oshawa	8,795	5,166
Ottawa	3,418	3,585
Owen Sound	668	734
Parry Sound	234	152
Pembroke	921	970
Perth	232	221
Peterborough	1,887	2,251
Picton	134	117
Port Arthur	1,308	1,639
Port Colborne	331	436
Prescott	316	477
Renfrew	193	243
St. Catharines	2,800	3,940
St. Thomas	516	514
Sarnia	1,624	1,734
Sault Ste. Marie	1,326	1,574
Simcoe	694	422
Sioux Lookout	116	88
Smiths Falls	238	284
Stratford	518	524
Sturgeon Falls	357	472
Sudbury	2,242	2,823
Tillsonburg	125	181
Timmins	964	1,467
Toronto	23,502	26,398
Trenton	523	447
Walkerton	268	402
Wallaceburg	177	434
Welland	1,423	1,550
Weston	2,119	2,740
Windsor	7,919	7,561
Woodstock	527	612

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS AT AUGUST 31, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Aug. 31, 1962	Previous Year Aug. 31, 1961		(1) Aug. 31, 1962	Previous Year Aug. 31, 1961
Manitoba	**11,404**	**12,865**	**British Columbia**	**34,855**	**42,271**
Brandon	906	760	Chilliwack	863	1,259
Dauphin	362	463	Courtenay	702	1,325
Flin Flon	118	152	Cranbrook	498	369
Portage la Prairie	381	422	Dawson Creek	775	554
The Pas	201	206	Duncan	625	1,218
Winnipeg	9,436	10,862	Kamloops	638	617
			Kelowna	430	526
Saskatchewan	**7,142**	**8,628**	Kitimat	77	1,164
Estevan	105	298	Mission City	564	710
Lloydminster	102	154	Nanaimo	817	1,514
Moose Jaw	506	675	Nelson	342	407
North Battleford	259	346	New Westminster	5,482	6,119
Prince Albert	873	709	Penticton	634	561
Regina	1,819	2,180	Port Alberni	517	959
Saskatoon	2,447	2,623	Prince George	1,053	781
Swift Current	272	305	Prince Rupert	394	530
Weyburn	82	180	Princeton	229	224
Yorkton	677	1,158	Quesnel	543	471
			Trail	407	483
Alberta	**15,016**	**14,555**	Vancouver	16,194	18,435
Blairmore	254	168	Vernon	569	596
Calgary	5,194	5,091	Victoria	2,297	3,157
Drumheller	282	268	Whitehorse	205	292
Edmonton	6,365	6,183			
Edson	242	213	**CANADA**	**295,245**	**320,940**
Grande Prairie	533	452			
Lethbridge	897	822	Males	198,639	216,245
Medicine Hat	658	755			
Red Deer	591	603	Females	96,606	104,695

(1) Preliminary—subject to revision.

(2) Includes 268 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—June	3,987,000	3,772,700	214,300
May	3,889,000	3,625,100	263,900
April	4,064,000	3,499,500	564,500
March	4,144,000	3,456,500	687,500
February	4,161,000	3,442,300	718,700
January	4,158,000	3,459,500	698,500
1961—December	4,139,000	3,537,800	601,200
November	4,023,000	3,637,000	386,000
October	3,940,000	3,671,300	268,700
September	3,913,000	3,683,800	229,200
August	3,939,000	3,709,700	229,300
July	3,918,000	3,662,700	255,300
June	3,896,000	3,629,100	266,900

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JULY 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	July 31 1961 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	211,975	73,520	22,874	29,615	20,900	16,763	11,544	36,759	29.2	255,278
Male	134,611	51,267	14,507	17,803	12,331	10,497	6,969	21,237	30.9	167,546
Female	77,364	22,253	8,367	11,812	8,569	6,266	4,575	15,522	26.3	87,732
Newfoundland	5,883	1,448	421	671	600	605	423	1,715	67.8	5,487
Male	4,848	1,242	339	533	497	533	356	1,348	69.5	4,562
Female	1,035	206	82	138	103	72	67	367	60.0	925
Prince Edward Island	819	208	137	110	80	83	37	164	59.5	815
Male	528	147	102	66	52	54	22	85	66.5	500
Female	291	61	35	44	28	29	15	79	46.7	315
Nova Scotia	9,927	2,435	1,045	1,406	989	1,178	610	2,264	40.5	10,571
Male	7,458	1,898	832	1,033	718	893	432	1,652	40.3	8,056
Female	2,469	537	213	373	271	285	178	612	41.0	2,515
New Brunswick	8,159	2,189	930	1,176	892	1,098	511	1,363	48.4	8,146
Male	5,971	1,743	704	819	613	895	379	818	50.3	5,752
Female	2,188	446	226	357	279	203	132	545	43.2	2,394
Quebec	63,101	21,266	7,235	9,709	6,811	4,971	3,517	9,592	27.9	78,172
Male	40,449	14,193	4,780	6,318	4,186	3,185	2,184	5,603	29.1	50,384
Female	22,652	7,073	2,455	3,391	2,625	1,786	1,333	3,989	25.9	27,788
Ontario	79,693	32,939	8,519	10,574	6,745	4,893	3,533	12,490	20.2	96,693
Male	48,552	23,294	5,005	5,571	3,456	2,517	1,903	6,806	19.9	62,323
Female	31,141	9,645	3,514	5,003	3,289	2,376	1,630	5,684	20.5	34,370
Manitoba	8,526	2,475	910	1,206	937	690	505	1,803	22.4	9,777
Male	5,021	1,491	517	701	545	400	280	1,087	24.1	6,144
Female	3,505	984	393	505	392	290	225	716	19.8	3,633
Saskatchewan	4,482	1,021	409	603	534	408	284	1,223	42.2	5,278
Male	2,238	511	188	301	286	226	131	595	48.0	2,961
Female	2,244	510	221	302	248	182	153	628	36.5	2,317
Alberta	9,937	2,626	1,117	1,359	1,135	1,059	800	1,841	62.7	11,257
Male	6,117	1,731	755	759	714	682	506	970	69.0	7,018
Female	3,820	895	362	600	421	377	294	871	52.6	4,239
British Columbia	21,448	6,913	2,151	2,801	2,177	1,778	1,324	4,304	27.2	29,082
Male	13,429	5,017	1,285	1,702	1,264	1,112	776	2,273	29.0	19,846
Female	8,019	1,896	866	1,099	913	666	548	2,031	22.9	9,236

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY, 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,185	1,236	949	1,916	1,263	653	832
Prince Edward Island	392	270	122	357	257	100	89
Nova Scotia	4,046	2,480	1,566	3,877	2,859	1,018	1,136
New Brunswick	3,811	2,390	1,421	3,604	2,645	959	1,113
Quebec	33,180	20,298	12,882	33,182	24,154	9,028	10,168
Ontario	47,848	30,186	17,662	40,847	30,107	10,740	16,516
Manitoba	3,290	2,094	1,196	2,936	2,113	823	1,194
Saskatchewan	1,768	1,240	528	1,657	1,120	537	536
Alberta	4,589	2,717	1,872	4,300	3,043	1,257	1,629
British Columbia	11,253	6,539	4,714	10,493	7,017	3,476	3,196
Total, Canada, July 1962	112,362	69,450	42,912	103,169	74,578	28,591	36,409
Total, Canada, June 1962	93,484	59,216	34,268	97,652	65,781	31,871	27,216
Total, Canada, July 1961	126,156	71,948	54,208	120,053	92,154	27,899	24,724

* In addition, revised claims received numbered 34,460.

† In addition, 33,927 revised claims were disposed of. Of these, 3,531 were special requests not granted and 1,886 were appeals by claimants. There were 9,900 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, JULY 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid	Amount of Benefit Paid $
Newfoundland	19,194	447,816
Prince Edward Island	2,453	48,482
Nova Scotia	31,455	678,244
New Brunswick	26,817	587,079
Quebec	190,496	4,408,043
Ontario	212,729	4,849,381
Manitoba	27,800	634,849
Saskatchewan	15,856	346,184
Alberta	35,719	872,202
British Columbia	68,966	1,639,273
Total, Canada, July 1962	631,485	14,511,553
Total, Canada, June 1962	797,975	18,709,179
Total, Canada, July 1961	802,080	18,550,593

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9
August	131.4	128.4	135.1	112.7	140.8	158.2	147.8	118.0
September	131.0	126.8	135.2	113.3	140.3	158.2	147.6	118.0

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1962

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	August 1961	July 1962	August 1962							
St. John's, Nfld.[a]	117.9	117.3	118.7	114.7	113.5	111.6	124.5	155.3	152.9	101.1
Halifax	128.7	130.3	131.3	126.2	134.1	122.5	139.2	163.3	164.0	124.5
Saint John	131.2	131.8	132.7	130.3	131.1	121.1	143.6	184.0	150.8	124.5
Montreal	128.8	131.1	131.6	133.8	134.6	105.8	160.4	163.7	142.0	118.7
Ottawa	129.8	131.9	132.4	128.5	137.3	116.9	152.6	162.9	143.1	123.9
Toronto	130.9	132.6	133.1	126.5	139.3	117.3	135.7	156.0	184.2	122.5
Winnipeg	127.3	129.5	129.4	128.6	129.1	117.6	133.1	172.1	140.6	120.6
Saskatoon-Regina	126.0	127.9	128.3	126.6	127.1	126.5	135.7	144.7	147.9	119.5
Edmonton-Calgary	125.0	126.4	126.5	123.0	127.4	120.4	129.9	162.5	141.7	119.6
Vancouver	128.5	129.8	129.7	126.6	134.3	116.3	137.7	149.8	146.0	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[a] St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961; August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962; January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23
July	24	47	16,775	133,650	0.11
August	35	54	11,531	74,540	0.07

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	38	1,030
Mines	...	...	...
Manufacturing	24	9,411	59,250
Construction	22	1,798	10,790
Transportation and utilities	1	39	950
Trade	5	233	2,200
Finance	...	...	...
Service	1	12	320
Public administration	...	...	...
All industries	54	11,531	74,540

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	300	300
New Brunswick	1	39	950
Quebec	11	5,803	34,960
Ontario	31	4,727	29,120
Manitoba	3	428	4,910
Saskatchewan	...	...	...
Alberta	1	56	1,670
British Columbia	6	178	2,630
Federal	...	...	...
All jurisdictions	54	11,531	74,540

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major issues ~ Result
			August	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont.	Teamsters Loc. 879 (Ind.)	165	660	9,250	May 16 Aug. 8	Wages~Wage increases, reduced hours, other improved fringe benefits.
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	4,400	9,600	June 25	Signing a first agreement~
Midland Footwear and Fern Shoe, Midland and Penetang, Ont.	United Textile Workers Locs. 1535 and 1534 (AFL-CIO/CLC)	216	1,080	1,080	Aug. 27	Wages, closed shop~
Textiles						
Thor Mills Limited, Granby, Que.	Textile Federation (CNTU)	220	660	12,630	May 6 Aug. 6	Wages, Rand formula, seniority~9¢ an hr. increase Aug. 1962, 5¢ Aug. 1963, 5¢ Aug. 1964: $50. retroactive pay, other improvements.
Furniture and Fixtures						
Grenier Furniture, Beauport, Que.	Wood Workers' Federation (CNTU)	109 (19)	1,850	1,850	Aug. 6 Aug. 29	Wages, holidays~25¢ an hr. increase, two additional paid holidays.
Paper						
Bathurst Containers, Montreal, Que.	Woodworkers Loc. 2-279 (AFL-CIO/CLC)	300	900	4,500	July 16 Aug. 6	Wages, paid lunch period~5¢ an hr. increase, with a guaranteed 5% bonus on hourly rates, adjustment of work during lunch period.
Primary Metals						
Dominion Steel and Coal, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	300	300	300	Aug. 24 Aug. 25	Use of outside contractor for screening process~Return of workers.
Quebec Iron and Titanium, Tracy, Que.	Metal Trades' Federation (CNTU)	1,050	3,680	3,680	Aug. 28	New agreement~
Metal Fabricating						
Creswell-Pomeroy, Granby, Que.	Steelworkers Loc. 6136 (AFL-CIO/CLC)	138	140	140	Aug. 16 Aug. 17	Wages, Rand formula~20¢ an hr. increase, adoption of Rand formula.
John Inglis, Toronto, Ont.	Steelworkers Locs. 2900 and 4790 (AFL-CIO/CLC)	1,386	3,470	3,470	Aug. 24 Aug. 28	Wages, job evaluation, fringe benefits~Increased wages, 8¢ an hr. the first yr., 12¢ the next, establishment of supplementary unemployment benefit fund, other improvements.
Machinery						
Dominion Engineering, Lachine, Que.	Machinists Loc. 1660 (AFL-CIO/CLC)	1,100 (12)	3,300	47,300	June 5 Aug. 7	Wages~6¢ an hr. increase retroactive to Mar, 27, 1962, 8¢ effective Aug. 7, 1962, 5¢ Mar. 27, 1963.
Non-Metallic Mineral Products						
Dominion Glass, Hamilton, Ont.	Glass and Ceramic Workers Loc. 203 (AFL-CIO/CLC)	1,100	11,550	11,550	Aug. 18	Wages, fringe benefits~
Dominion Glass, Montreal, Que.	Glass and Ceramic Workers Loc. 206 (AFL-CIO/CLC)	1,200	7,200	7,200	Aug. 23	Wages~
Chemical Products						
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local	1,489 (40)	16,380	16,380	Aug. 17	Management rights, job evaluation, seniority rights~
CONSTRUCTION						
Sheet Metal Contractors Assoc., Winnipeg, Man.	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	185	560	5,750	June 21 Aug. 7	Wages~10¢ an hr. increase.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, AUGUST 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major issues ~ Result
			August	Accumulated		
Electrical Contractors Section Winnipeg Builders Exchange, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	200	4,250	9,050	June 27	Wages, fringe benefits~
Foundation Co. of Canada, Sudbury, Ont.	Structural Iron Workers Loc. 786 (AFL-CIO/CLC)	839	840	840	Aug. 31	Pay period~
TRADE						
Northland Manchinery Supply Fort William, Ont.	Sheet Metal Workers Loc. 397 (AFL-CIO/CLC)	116	1,350	1,350	Aug. 3	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1962, BY GROUP OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by:													
(a) Tools, Machinery, Cranes, etc.	1	....	....	1	2	2	....	....	....	....	1	....	7
(b) Moving Vehicles	....	....	....	....	1	5	....	6	....	....	1	....	13
(c) Other Objects	1	25	....	10	2	9	1	1	....	....	....	....	49
Caught In, On or Between Machinery, Vehicles, etc.	6	1	....	3	....	3	....	2	1	....	2	....	18
Collisions, Derailments, Wrecks, etc.	7	2	1	3	1	7	....	14	2	....	3	....	40
Falls and Slips:													
(a) On Same Level	....	....	....	....	....	....	....	....	....	....	....	....	....
(b) To Different Levels	1	2	....	....	14	10	2	7	....	1	4	....	41
Conflagrations, Temperature Extremes, Explosions	1	2	....	3	2	....	3	....	....	....	....	....	11
Inhalation, Absorptions, Asphyxiation and Industrial Diseases	....	1	....	8	1	....	3	....	....	....	1	....	14
Electric Current	....	....	....	3	2	4	3	....	....	....	....	....	12
Over-Exertion	....	....	....	....	1	1	....	....	....	....	....	....	2
Miscellaneous Accidents	....	....	....	....	....	....	....	....	....	....	....	....	....
Total Second Quarter 1962	17	33	1	31	26	41	12	30	3	1	12	....	207
Total Second Quarter 1961	21	15	7	45	39	49	11	38	11	1	16	....	253

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1962

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	1	.....	10	1	1	3	.....	.....	17
Logging	1	.....	.....	.....	11	3	.....	.....	1	17	.....	33
Fishing and Trapping	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1
Mining and Quarrying	2	.....	2	.....	7	13	1	1	2	3	.....	31
Manufacturing	.....	.....	2	.....	5	11	.....	1	3	4	.....	26
Construction	1	.....	1	.....	8	9	3	3	10	6	.....	41
Public Utilities	.....	.....	3	.....	4	2	.....	1	2	.....	.....	12
Transportation, Storage and Communications	1	1	1	1	5	7	1	1	5	7	.....	30
Trade	.....	.....	.....	.....	.....	2	.....	.....	1	.....	.....	3
Finance	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Service	.....	.....	.....	.....	.....	6	1	.....	4	1	.....	12
Unclassified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	5	1	10	2	40	64	7	8	31	39	.....	207*

* Of this total 157 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 50 were obtained from other non-official sources.